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SALARIES OF ENGINEERS IN EDUCATION

1983

A REPORT OF A SURVEY
CONDUCTED BY THE
ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies, Inc.

345 East 47th Street
New York, New York 10017

SALARIES OF ENGINEERS IN EDUCATION

1983

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This survey was conducted, and the text prepared and edited by Carolyn Heydt, with the assistance of Deborah C. Seiler, under the supervision of Patrick J. Sheridan. Overall direction for this survey was supplied by the Surveys Committee of EMC, chaired by Luke Noggle, and the Salary Survey Sub-committee of EMC, chaired by Kenneth Foster.

The method employed in processing the salary data was developed by Richard C. Fremon, formerly of Bell Telephone Laboratories, and Immediate Past-chairman of the Engineering Manpower Commission.

We are especially grateful to the many salary administrators who provided the basic salary data on which the report is based. It is apparent that without their cooperation our annual salary surveys would not exist.

NOTE TO READERS

Raw data tables for any of the curves in this report may be purchased at $5.00 per table.

EMC reports salary data as furnished by the survey respondents and tries to ensure that respondents represent a "typical" cross-section of their employer group. However, users should note that data reported in some year brackets may be based on relatively small samples, and, therefore, should be used with caution.

The Engineering Manpower Commission is always interested in improving its survey coverage. If you would like to add your organization to our list of participants, please write to the Engineering Manpower Commission at 345 East 47th Street, New York, New York, 10017. We welcome your comments regarding this report and your suggestions for improving future surveys and reports.

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SALARIES OF ENGINEERS IN EDUCATION

Introduction

This survey is the seventeenth published to provide basic salary information on engineering graduates in the United States. Salaries are analyzed on the basis of experience, defined as the number of years since obtaining a baccalaureate degree. As in previous surveys, separate breakdowns of information were established for each of six academic ranks, two contract periods, and three types of institutions -- engineering schools that offer Ph.D. programs, those without Ph.D. programs, and technical schools with technology programs only.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

It should be noted that salaries include base salary and regular allowances, but not payment for extra teaching outside the normal academic contract, consultation fees, nor other professional nor personal income.

The purpose of this report is to show the present level of engineers' salaries. Although this and previous surveys may not be exactly comparable because of changes in the reported groups, the size of the total sample and the consistency with which schools have participated throughout the survey series lead us to believe that changes in the composition of the survey group have not materially altered reported salaries.

In publishing these results, EMC is attempting only to show what prevailing salaries are, and not what they ought to be. We recognize that salaries paid to individuals are, in the final analysis, affected by their specific duties and their effectiveness in performing those duties. These factors can be resolved only by the engineer and his employer. Therefore, EMC does not undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

History of the Survey

Throughout its history, the Engineers Joint Council, and now the American Association of Engineering Societies, has conducted studies related to the economic status of engineers. In 1949, EJC published The Engineering Profession in Transition. Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, Employment, Education and Income of Engineers 1949-50 -- A Survey of Engineering Society Members of Full Professional Grade.

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the "Professional Income of Engineers" series was completed by EJC in 1953; the second was issued in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of the information, it was decided that surveys should be conducted biennally. In 1957, the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted surveys and published salary reports since 1958. The most recent advance in the history of the engineers' salary survey came in 1980 when, in response to many requests from survey users, it was decided to conduct the survey on an annual basis. The 1983 report is the result of the third annual survey.

Coverage and Response

In all, the salaries of approximately 17,000 engineers in education are reported in the 1983 survey. The enthusiastic response from employers of engineers makes the Engineering Manpower Commission's salary survey the most comprehensive in the United States.

Survey Methodology and Timing

Questionnaires were mailed in February of 1983 to a list of all accredited engineering schools, all accredited technology schools, and many non-accredited technology schools. One follow-up mailing to non-respondents was made. Replies were accepted through early May.

Salary figures were reported by employers on a form designed to obtain information on earnings of all employed graduate engineers (please see facsimile questionnaire at the end of this report). Survey participants were asked to submit salary information based on baccalaureate year whenever possible. Some organizations, however, were only able to supply data on the basis of age. In such cases, age 22 was considered the equivalent year of "0-years since B.S.," or 1982 bachelor's degree graduation. All returns were carefully edited before keypunching, and checks were made throughout the data processing to ensure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ from the norm, inclusion of their data in the report may occasionally produce an atypical curve, particularly in the instances of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or $200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general, we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least-square method. Each curve has the form

$$y = ax^z + bx + c$$

With y equal to the reciprocal of the salary and x equal to (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters a,b,c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. In the summation, the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or assistant professors apparently receiving higher salaries than full professors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Curves and tables for this report are grouped under various categories, starting with the broadest possible, "All Schools." This, in turn, is broken down into the various levels and contract periods. The section on salaries paid by engineering schools separates those that grant Ph.D.'s from those that do not. A separate section on salaries paid by technology schools is also broken down by academic rank and contract period.

Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $63,000 or below $16,000, which were the limits established by the questionnaire form. The plotted curves and data tables are terminated where they go beyond these limits.

1983/1982 Changes

The median salary paid to all engineers in education increased 7.7% from the 1982 figure of $30,550 to the 1983 average of $32,900. These rates include salaries paid on 9-10 month contracts and on 11-12 month contracts. Excluding those on 9-10 month contracts, the median salary paid to all engineers in education was $36,000, up 4.2% from the 1982 median of $34,550. It should be noted that only 20% of the reported salaries were on 11-12 month contracts.

The 1983 median salary of engineers employed by engineering schools was $33,650. Those on 9-10 month contracts received median salaries of $33,200, and engineers on 11-12 month contracts received a median of $37,300 per year. Naturally, salaries of engineers in academia vary greatly between ranks. The median salary of a professor in an engineering school on a 9-10 month contract increased by 7.2%, from $36,800 in 1982 to $39,450 in 1983. Those on 11-12 month contracts increased only 1.1%. In 1983, professors in engineering colleges, with all contracts combined, earned a median salary of $39,700 and a mean of $40,900.

Median salaries for associate professors in engineering schools on 9-10 month contracts rose from $28,600 in 1982 to $31,100 in 1983, an increase of 8.7%. The 1983 median salary on 11-12 month contracts rose 4.4%, to a figure of $40,050. The 1983 mean salary for all contracts was $35,200, while the median was $33,650.

Assistant professors in engineering schools on 9-10 month contracts experienced increases in their median salary of 10.8%, raising the 1982 figure of $24,950 to $27,650 for 1983. The 1983 median for all contracts in engineering schools was $27,800. Those on 9-10 month contracts in all schools combined received increases of 10.7%, making the 1983 median salary $27,350. The 1983 median for all contracts was $27,450.

Median salaries of instructors in engineering schools on 9-10 month contracts increased by 6.1% from 1982 to 1983. Also experiencing median salary increases were researchers on 9-10 month contracts, whose median salaries rose by 2.2%. The median salary of researchers in 11-12 month contracts increased by $1,550, or 6.2%. The 1983 median salary for all instructors at engineering schools was $21,900. The median salary of administrators on 11-12 month contracts at engineering schools that offer Ph.D. programs increased 6.3% from 1982 to 1983, while salaries paid to administrators in engineering colleges that did not offer Ph.D. programs increased by 5.5%. Overall, administrators at engineering colleges on 11-12 month contracts received a median increase of 8.0%, raising the median salary of $47,300 in 1982 to $51,100 in 1983.

In the interest of consistency, the following definitions are used in the EMC salary surveys:

1) Salary. Base salary paid by employers before deductions, and allowances including cost-of-living-differential, if any. Unpredictable payments, such as consultation fees, are not included.

2) Chart Data.

   a) Median. The point in any array of data above and below which half of the series is located.

   b) Quartile.

      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.

      Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.

   c) Decile.

      Upper Decile. The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.

      Lower Decile. The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

   d) Mean. Sum of data in array divided by the number of points.

3) Engineers. Those holding a minimum of a bachelor's degree in a recognized field of engineering.

4) Years of Experience. The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but are, of course, older. In 1982, an engineer with 0-years of experience is equivalent to one who has received his bachelor's degree in 1981 or the first quarter of 1982.

DISTRIBUTION OF SALARIES REPORTED

NUMBER OF SALARIES REPORTED, BY TYPE OF INSTITUTION, RANK AND MONTHS ON CONTRACT

	ALL ENGINEERING SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Professor	5,497	332
Assoc. Prof.	3,396	216
Ass't Prof.	2,591	158
Instructor	486	92
Researcher	79	1,293
Administrator	321	871

	Ph.D. ENGINEERING SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Professor	4,802	263
Assoc. Prof.	2,737	188
Ass't Prof.	2,189	120
Instructor	340	88
Researcher	78	1,283
Administrator	268	699

	NON-Ph.D. ENGINEERING SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Professor	695	69
Assoc. Prof.	659	28
Ass't Prof.	402	38
Instructor	146	4
Researcher	1	10
Administrator	53	172

	TECHNOLOGY SCHOOLS	
	9-10 Mo. Contract	11-12 Mo. Contract
Professor	229	78
Assoc. Prof.	382	68
Ass't Prof.	319	70
Instructor	172	92
Researcher	0	5
Administrator	22	115

SALARIES OF ENGINEERS IN EDUCATION, 1983

MEDIAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT

	Engineering School Ph.D. Granting	Engineering School Non-Ph.D. Granting	Technology School
	9-10 Mo.	9-10 Mo.	9-10 Mo.
Professor	40,250	36,200	32,100
Assoc. Prof.	31,550	28,600	27,750
Ass't Prof.	27,950	25,100	24,000
Instructor	20,800	20,850	21,300
Researcher	25,800	NA	NA
Administrator	46,100	35,850	30,750
	11-12 Mo.	11-12 Mo.	11-12 Mo.
Professor	49,100	33,550	36,000
Assoc. Prof.	40,650	33,000	31,400
Ass't Prof.	35,350	30,350	26,250
Instructor	28,750	NA	24,900
Researcher	26,400	36,000	26,500
Administrator	52,600	44,050	37,800

Note: These figures are medians of all salaries reported in the 1983 EMC salary survey. In some cases the data above are based on a very small number of salaries reported. See the next page for a similar table of mean salaries.

NA = Not Available; sample size too small.

SALARIES OF ENGINEERS IN EDUCATION, 1983

MEAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT

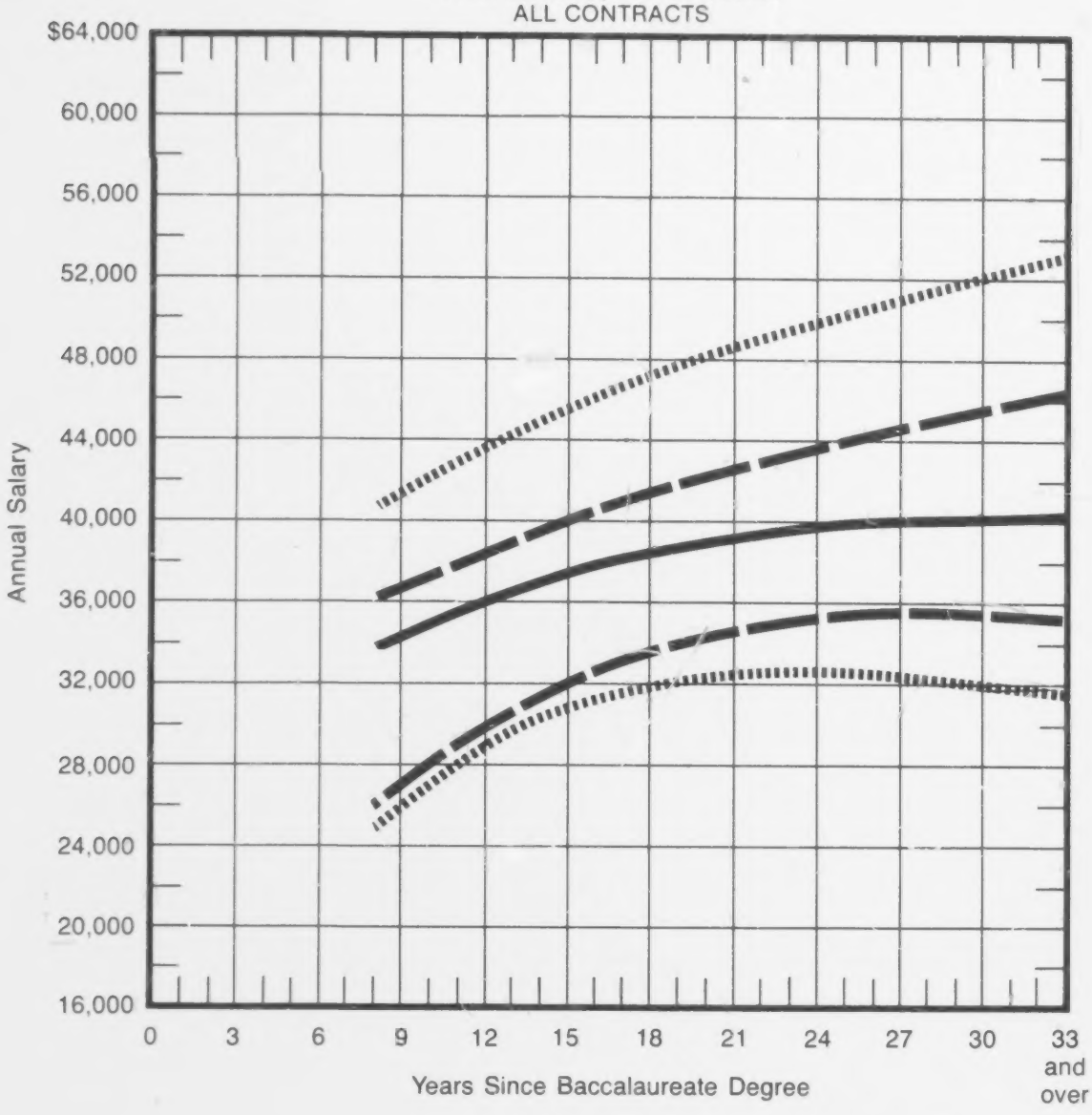
	Engineering School Ph.D. Granting 9-10 Mo.	Engineering School Non-Ph.D. Granting 9-10 Mo.	Technology School 9-10 Mo.
Professor	41,200	35,800	32,550
Assoc. Prof.	31,850	28,950	27,950
Ass't Prof.	27,800	25,150	24,050
Instructor	21,950	21,600	22,400
Researcher	26,150	NA	NA
Administrator	46,200	35,750	31,600
	11-12 Mo.	**11-12 Mo.**	**11-12 Mo.**
Professor	49,150	36,350	36,200
Assoc. Prof.	41,500	32,750	30,650
Ass't Prof.	35,000	28,750	26,950
Instructor	29,700	NA	24,650
Researcher	28,150	32,200	27,700
Administrator	52,300	44,900	38,650

Note: These figures are means of all salaries reported in the 1983 EMC salary survey. In some cases the data above are based on a very small number of salaries reported. See the preceding page for a similar table of median salaries.

NA = Not Available; sample size too small.

ENGINEERS EMPLOYED BY ENGINEERING AND TECHNOLOGY SCHOOLS

PROFESSORS, ALL SCHOOLS
ALL CONTRACTS



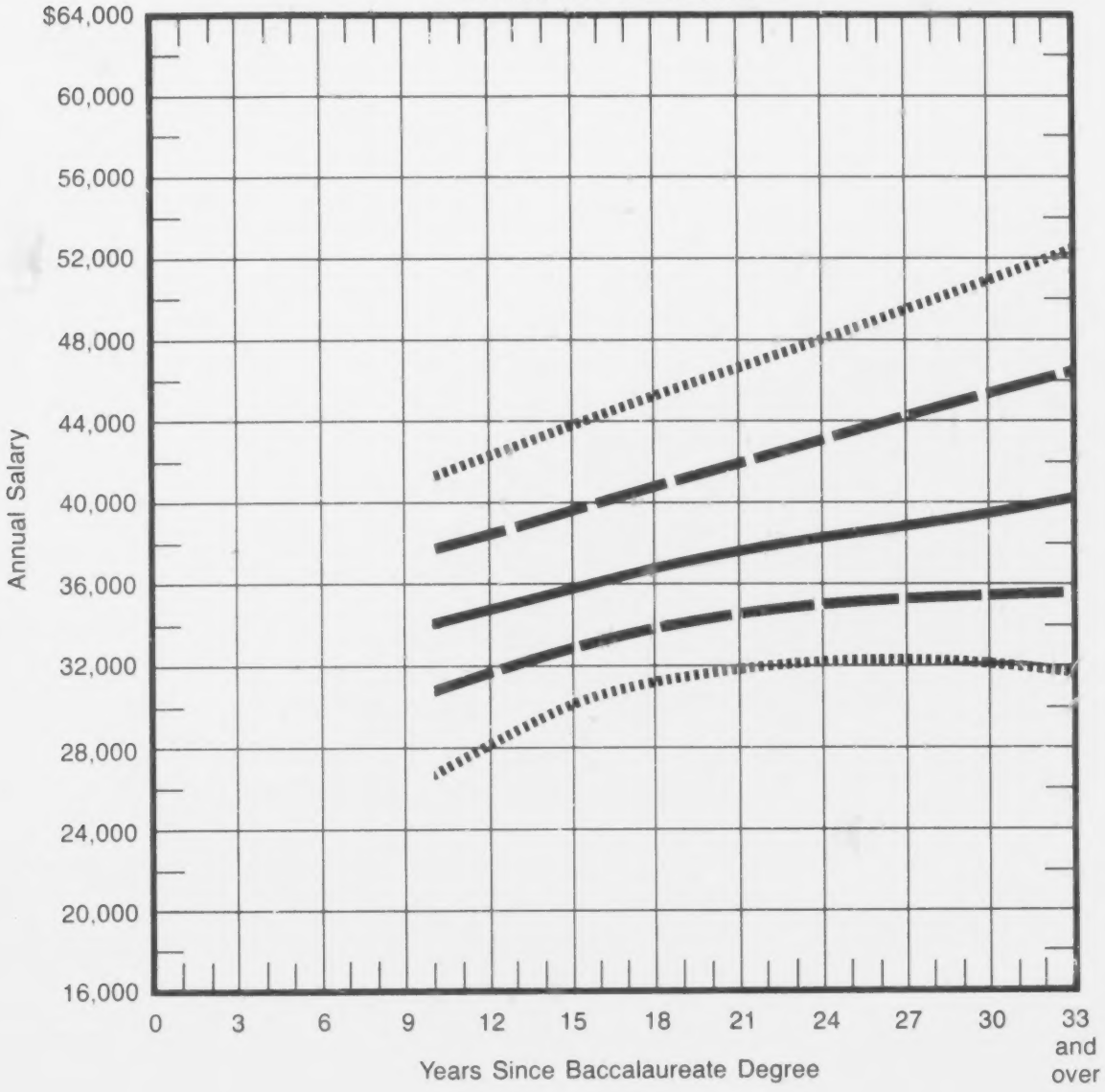
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	40900
UPPER QUARTILE	0	0	0	0	0	0	0	0	36850
MEDIAN	0	0	0	0	0	0	0	0	34050
LOWER QUARTILE	0	0	0	0	0	0	0	0	26050
LOWER DECILE	0	0	0	0	0	0	0	0	24900
MEAN	0	0	0	0	0	0	0	0	34700
TOTAL NUMBER	0	0	0	1	1	1	0	1	5
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42150	43900	45650	47300	48800	50150	51250	52400	53150
UPPER QUARTILE	37900	39450	40900	42250	43500	44550	45450	46250	46650
MEDIAN	34850	36000	37050	38000	38850	39500	40050	40500	40500
LOWER QUARTILE	29100	32200	33950	34800	35250	35450	35550	35600	35600
LOWER DECILE	27350	30000	31550	32200	32350	32250	32150	32000	31950
MEAN	35500	36700	37800	38850	39700	40450	41050	41550	41600
TOTAL NUMBER	18	100	325	599	858	889	767	895	1676
OVER $63000	0	0	2	1	3	5	5	11	20
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



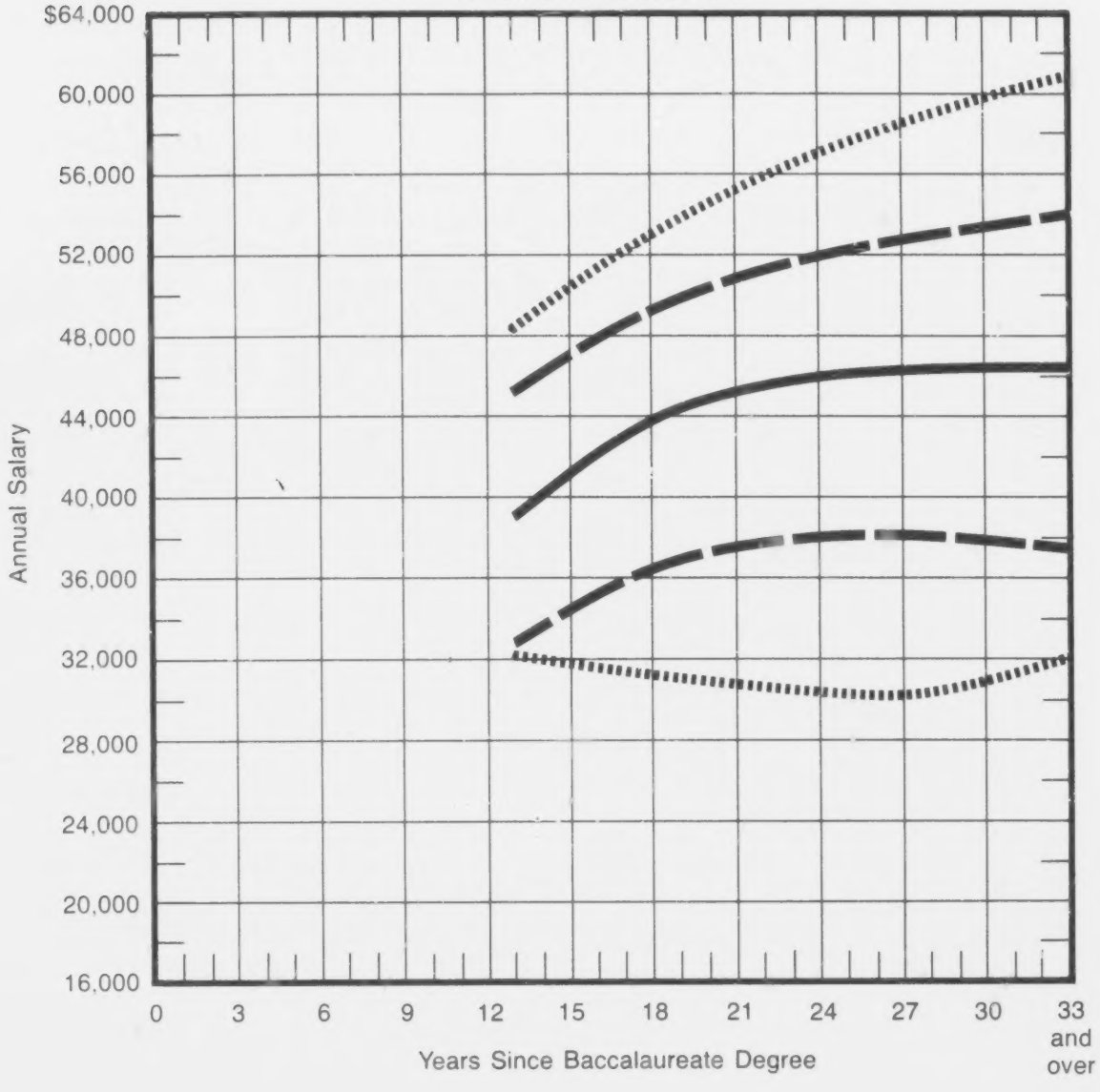
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	1	0	0	1	4
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41400	43050	44650	46150	47600	48950	50100	51400	52800
UPPER QUARTILE	37850	39250	40550	41800	42950	43950	44800	45650	46350
MEDIAN	34900	35950	36950	37800	38600	39250	39750	40200	40300
LOWER QUARTILE	31800	32750	33600	34350	34950	35400	35750	35850	35400
LOWER DECILE	26850	29750	31450	32250	32400	32350	32200	32000	31900
MEAN	35250	36400	37500	38450	39350	40100	40650	41200	41350
TOTAL NUMBER	15	86	300	542	789	833	711	841	1602
OVER $63000	0	0	2	0	2	2	5	8	14
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS, ALL SCHOOLS
11-12 MONTH CONTRACTS



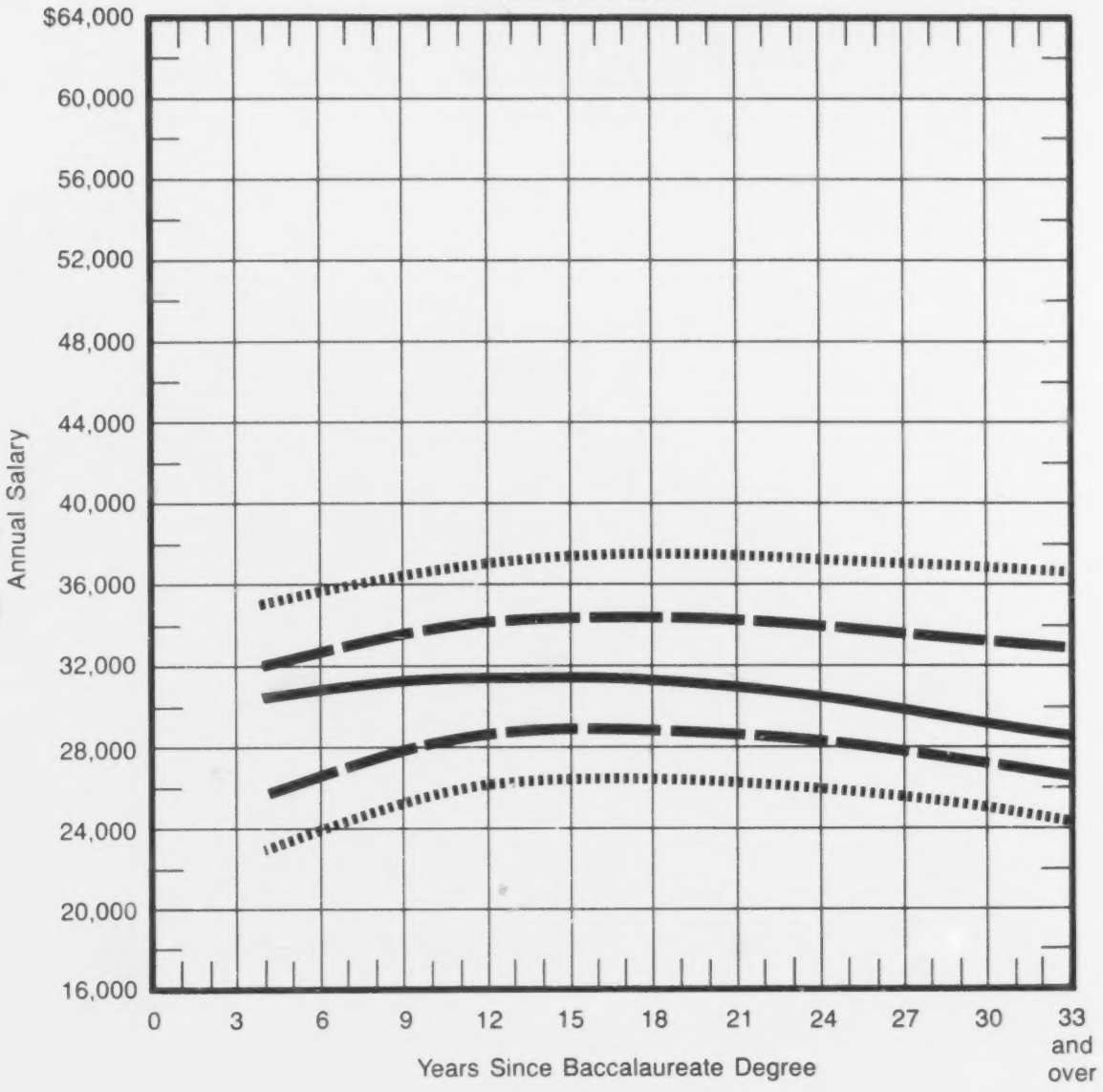
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	0	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	48550	51150	53450	55450	57100	58500	59900	61300
UPPER QUARTILE	0	45450	47350	49150	50750	52150	53200	54150	54300
MEDIAN	0	39250	41800	43750	45100	46000	46500	46750	46650
LOWER QUARTILE	0	32900	35400	37050	37950	38300	38250	38000	37550
LOWER DECILE	0	32500	31850	31350	31000	30850	30800	31000	32050
MEAN	0	40050	41800	43200	44300	45100	45700	46200	46600
TOTAL NUMBER	3	14	25	57	69	56	56	54	74
OVER $63000	0	0	0	1	1	3	0	3	6
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, ALL SCHOOLS
ALL CONTRACTS



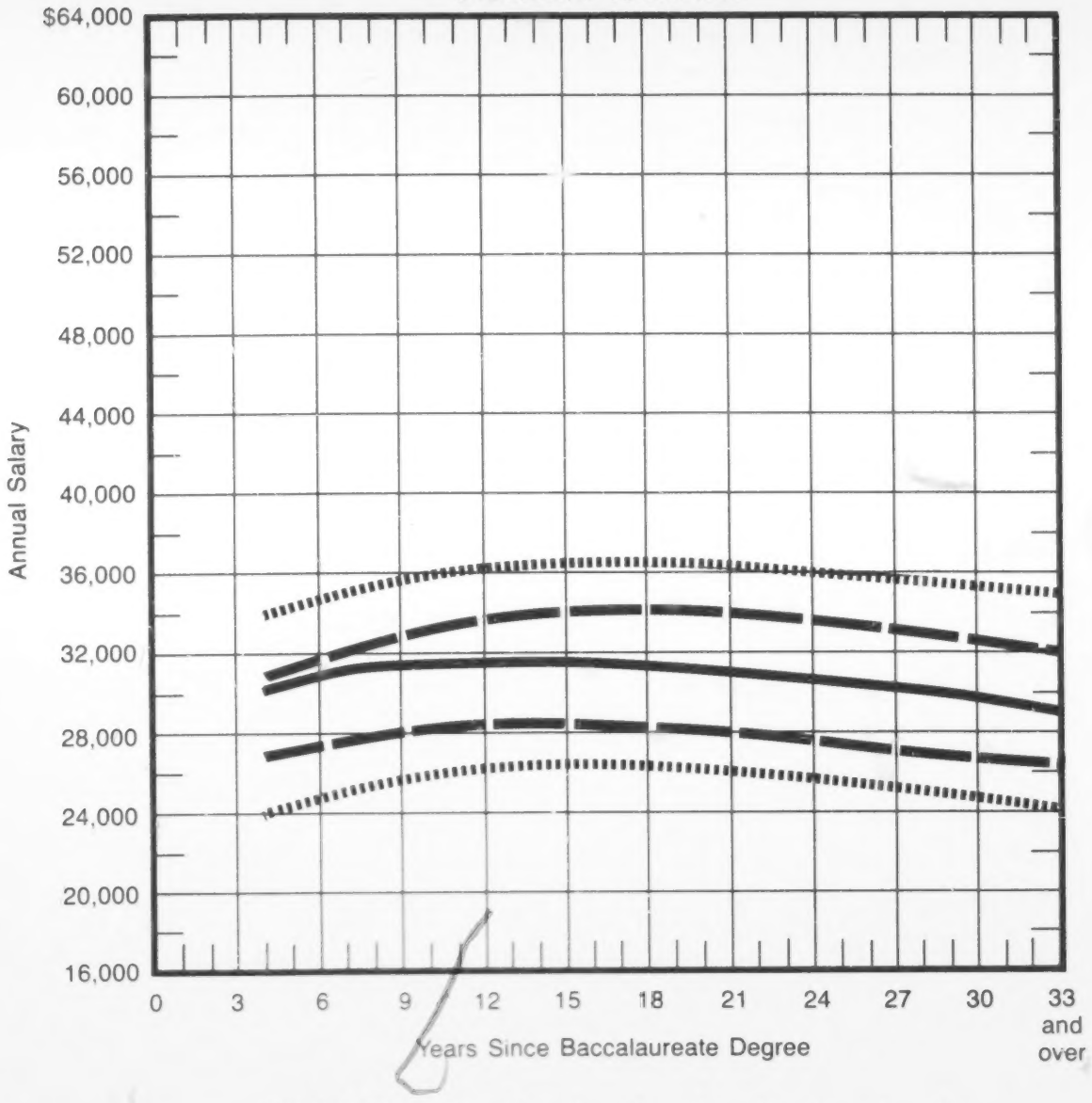
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	35400	35750	36000	36300	36550
UPPER QUARTILE	0	0	0	0	32250	32600	32950	33250	33500
MEDIAN	0	0	0	0	30700	30850	31000	31100	31200
LOWER QUARTILE	0	0	0	0	26350	26900	27400	27850	28200
LOWER DECILE	0	0	0	0	23500	24150	24750	25250	25700
MEAN	0	0	0	0	29850	30200	30550	30800	31100
TOTAL NUMBER	0	0	0	1	6	6	6	18	35
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36950	37400	37650	37750	37700	37550	37350	37000	36400
UPPER QUARTILE	33950	34350	34550	34550	34400	34150	33850	33500	33000
MEDIAN	31300	31400	31400	31250	31100	30850	30550	30200	29650
LOWER QUARTILE	28750	29100	29100	28850	28450	28000	27600	27200	26800
LOWER DECILE	26350	26850	26850	26550	26100	25600	25100	24600	24200
MEAN	31500	31850	32000	31900	31700	31400	31050	30600	30100
TOTAL NUMBER	301	541	653	615	476	384	284	314	422
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	0	0	0	0	0	0	0	1	1

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



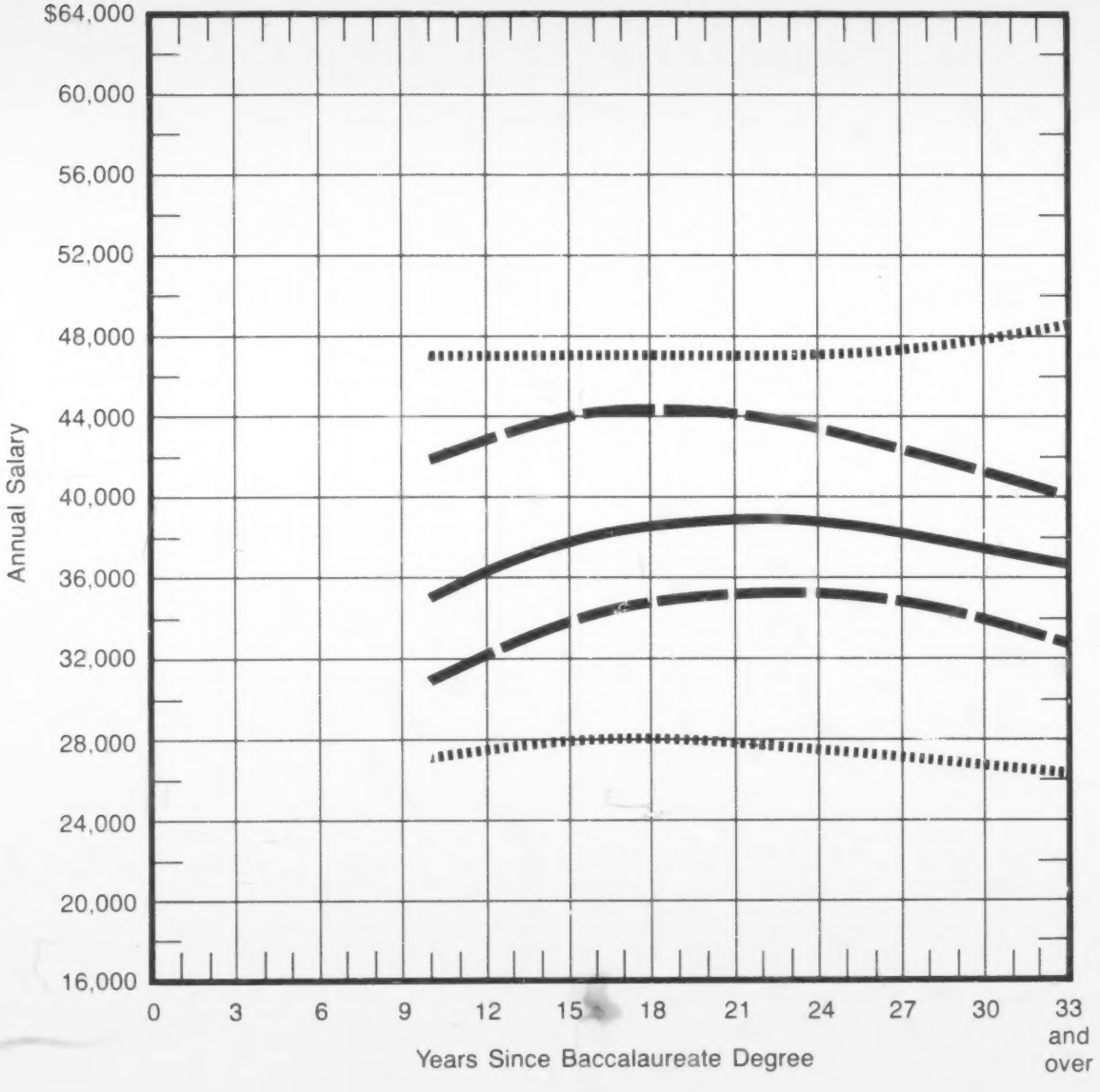
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	34550	0	35100	35350	35550
UPPER QUARTILE	0	0	0	0	31700	0	32500	32800	33100
MEDIAN	0	0	0	0	30900	0	31050	31100	31150
LOWER QUARTILE	0	0	0	0	27150	0	27850	28150	28400
LOWER DECILE	0	0	0	0	24450	0	25300	25650	25950
MEAN	0	0	0	0	29650	0	30300	30550	30800
TOTAL NUMBER	0	0	0	1	5	4	5	17	32
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	35900	36300	36450	36500	36400	36250	36050	35750	35300
UPPER QUARTILE	33550	33950	34100	34050	33800	33500	33150	32650	32100
MEDIAN	31200	31200	31150	31000	30800	30600	30300	29900	29200
LOWER QUARTILE	28750	29000	28950	28700	28350	27950	27550	27100	26600
LOWER DECILE	26450	26750	26750	26500	26100	25650	25200	24650	24100
MEAN	31150	31450	31550	31400	31150	30850	30450	30000	29450
TOTAL NUMBER	273	511	620	567	443	361	259	290	390
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	1	1

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, ALL SCHOOLS
11-12 MONTH CONTRACTS



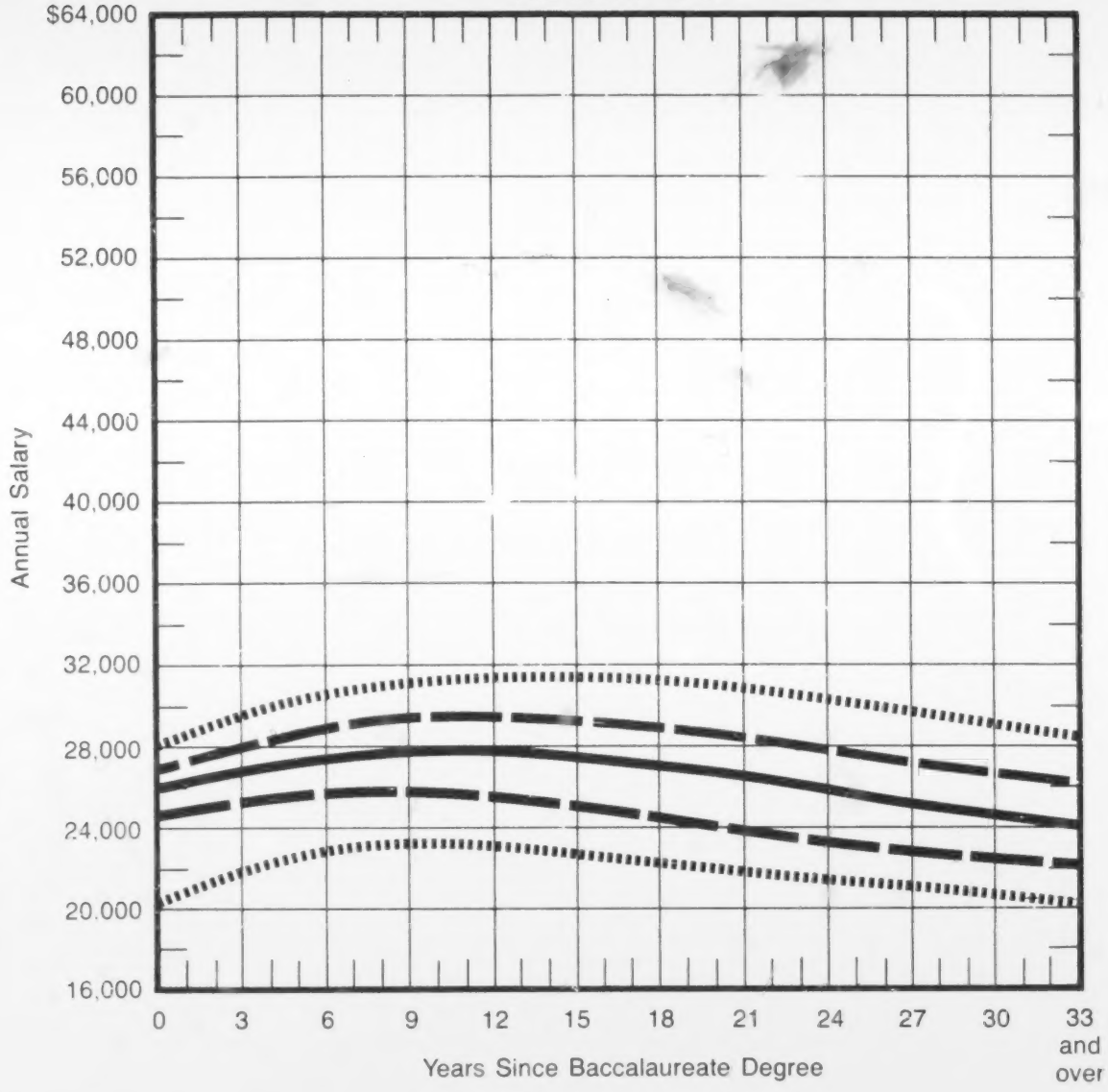
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	2	1	1	3
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47550	47400	47300	47300	47350	47500	47750	48250	49450
UPPER QUARTILE	41350	43250	44100	44200	43800	43150	42400	41550	40700
MEDIAN	35950	37650	38650	39100	39100	38800	38400	37800	37100
LOWER QUARTILE	31150	32900	34150	34850	35100	35000	34650	34050	33050
LOWER DECILE	27550	28150	28350	28250	27950	27600	27200	26750	26300
MEAN	35950	37850	38800	39100	38950	38550	38150	37650	37250
TOTAL NUMBER	28	30	33	48	33	23	25	24	32
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS, ALL SCHOOLS
ALL CONTRACTS



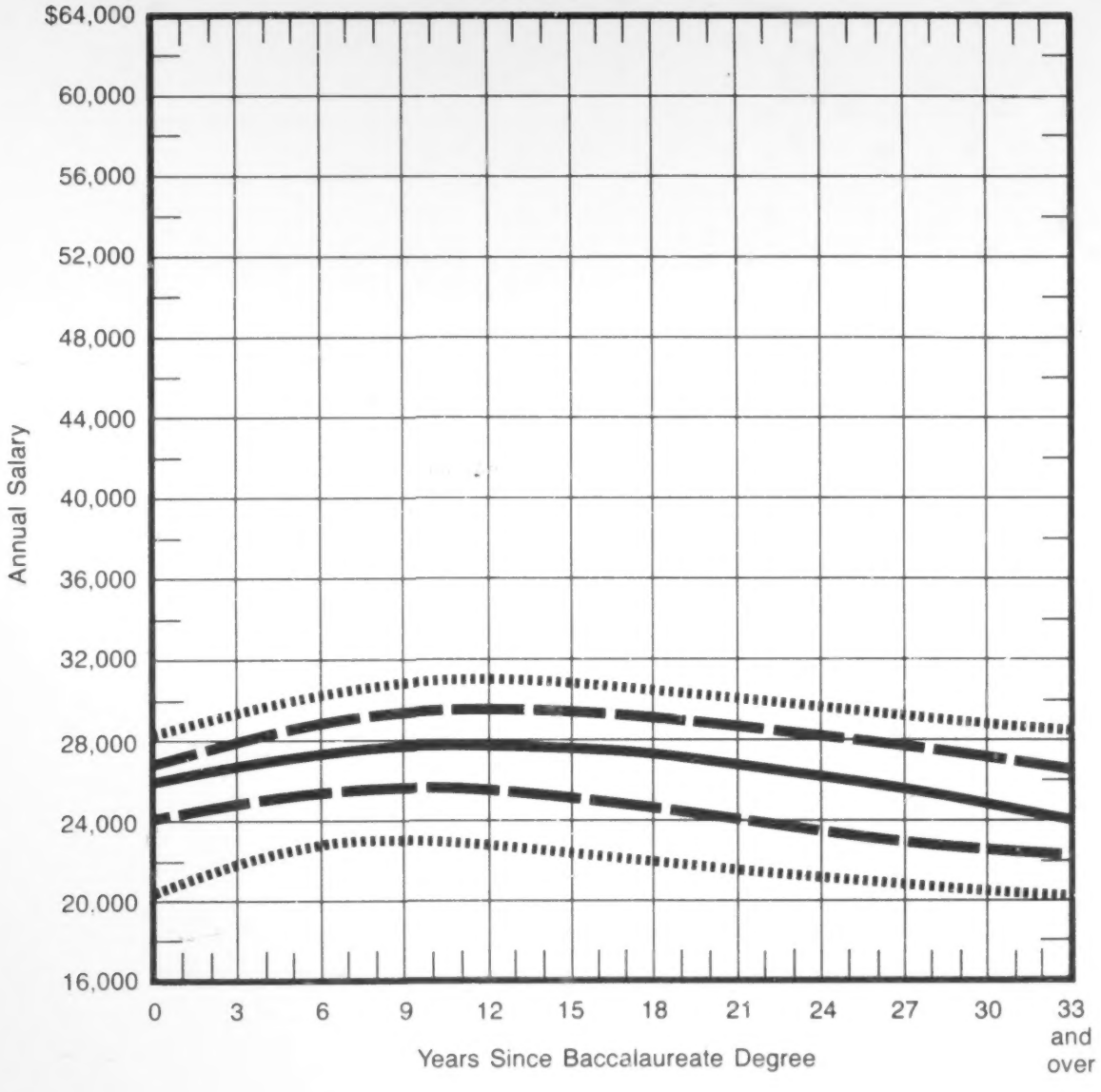
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28700	29150	29600	30000	30350	30650	30900	31150	31350
UPPER QUARTILE	27300	27800	28250	28650	29000	29250	29500	29650	29800
MEDIAN	26200	26650	27050	27350	27600	27800	27950	28000	28050
LOWER QUARTILE	24500	24900	25250	25500	25700	25850	25950	26000	26000
LOWER DECILE	20500	21150	21700	22200	22650	22950	23250	23400	23550
MEAN	25450	25950	26350	26750	27050	27350	27550	27700	27800
TOTAL NUMBER	6	10	20	39	77	143	203	245	267
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	31650	31850	31800	31550	31200	30700	30250	29650	28900
UPPER QUARTILE	29900	29800	29450	29000	28500	27950	27500	27000	26500
MEDIAN	28000	27650	27100	26550	25950	25450	25000	24550	24150
LOWER QUARTILE	25900	25500	25000	24450	23900	23450	23050	22700	22400
LOWER DECILE	23600	23350	22900	22300	21750	21250	20800	20450	20100
MEAN	27900	27800	27450	27000	26450	25950	25500	25000	24500
TOTAL NUMBER	721	515	294	144	119	89	72	69	105
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	0	0	0	0	0	0	1

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



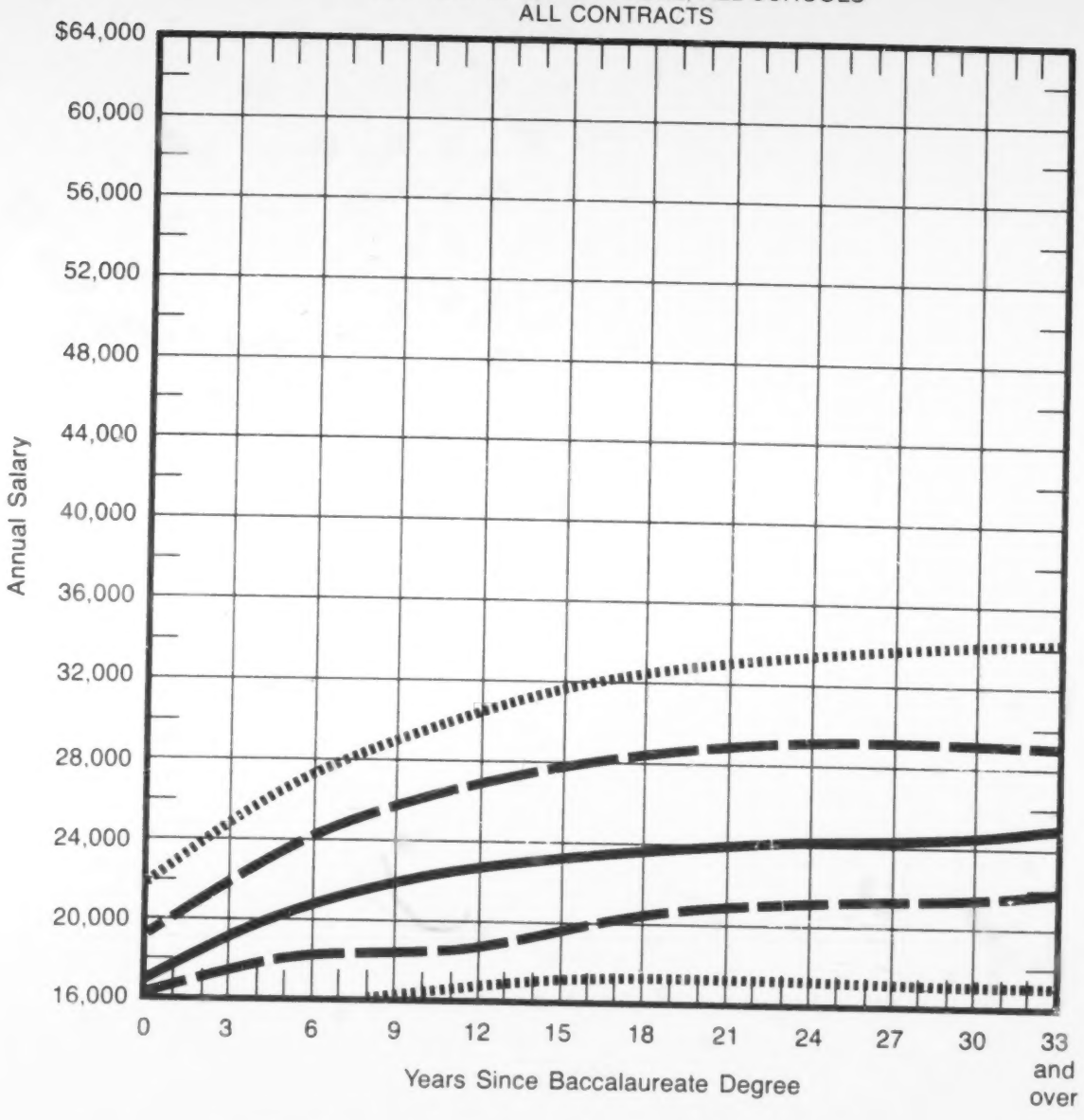
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28550	29050	29500	29900	30250	30500	30750	30900	31000
UPPER QUARTILE	27150	27700	28150	28550	28900	29150	29400	29500	29600
MEDIAN	26200	26650	27050	27400	27650	27800	27950	28000	28000
LOWER QUARTILE	24950	25300	25550	25750	25900	26000	26050	26050	26000
LOWER DECILE	20700	21300	21900	22350	22750	23100	23300	23500	23600
MEAN	25650	26100	26500	26850	27100	27350	27500	27600	27650
TOTAL NUMBER	5	8	20	38	74	136	192	229	251
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	31100	31000	30750	30350	29950	29550	29200	28850	28600
UPPER QUARTILE	29650	29450	29000	28450	27900	27350	26900	26450	26050
MEDIAN	27850	27450	26850	26250	25700	25200	24800	24400	24100
LOWER QUARTILE	25800	25400	24850	24300	23800	23350	22950	22600	22300
LOWER DECILE	23650	23350	22850	22250	21650	21150	20750	20350	20050
MEAN	27600	27350	26900	26350	25850	25400	25000	24650	24350
TOTAL NUMBER	674	470	259	128	107	83	68	66	102
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	0	0	0	0	0	0	1

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS, ALL SCHOOLS
ALL CONTRACTS



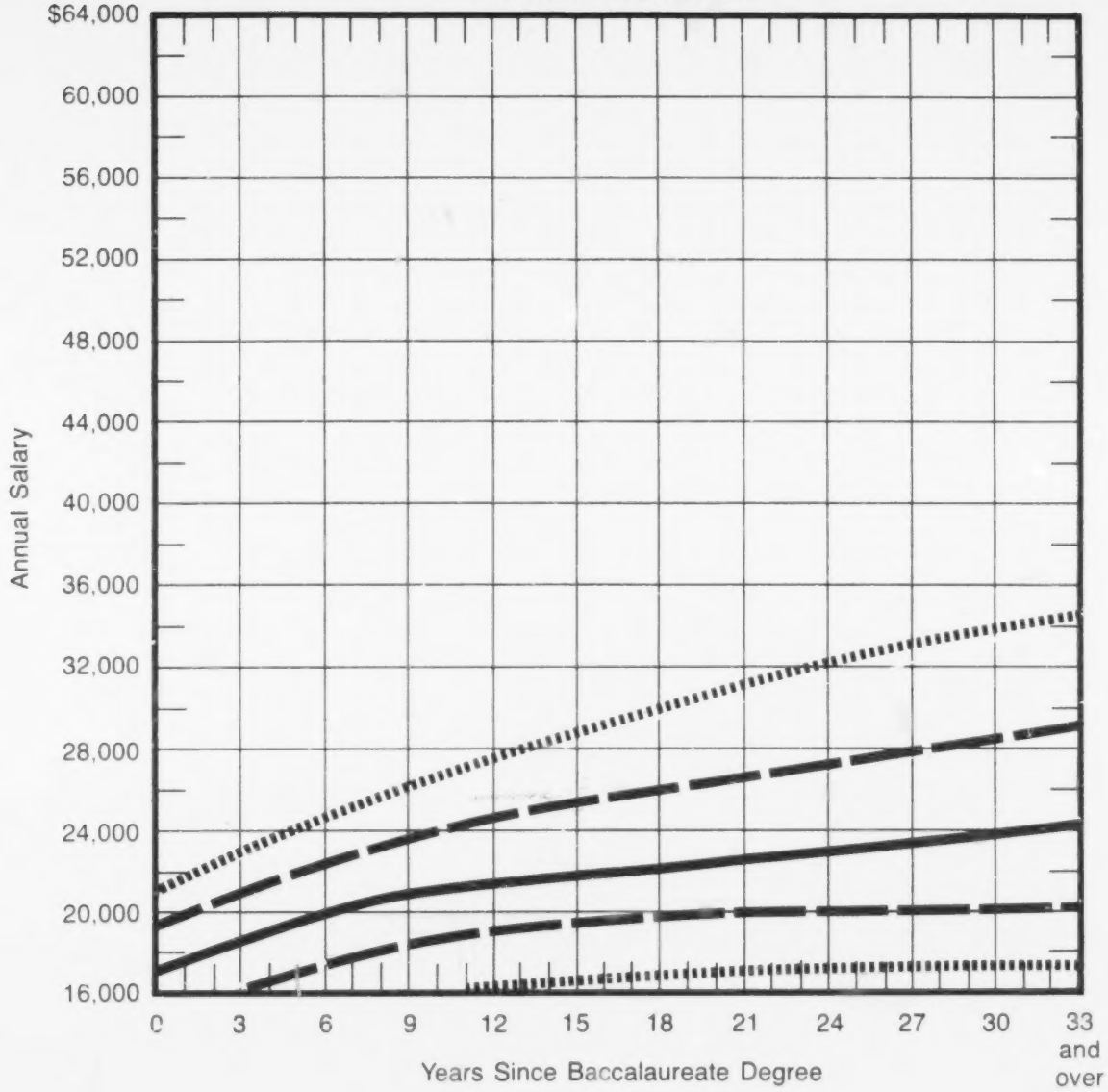
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22750	23400	24050	24700	25300	25950	26600	27200	27800
UPPER QUARTILE	19100	19850	20650	21400	22150	22900	23600	24300	24950
MEDIAN	17900	18350	18800	19250	19650	20100	20500	20900	21300
LOWER QUARTILE	16300	16600	16900	17150	17450	17700	18000	18250	18500
LOWER DECILE	7600	9100	10600	11950	13150	14150	14950	15550	16050
MEAN	18350	18800	19300	19750	20200	20650	21100	21500	21900
TOTAL NUMBER	20	25	37	37	38	38	36	51	36
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	6	4	4	3	6	1	7	4

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29000	30600	32000	33100	33950	34500	34800	34900	34550
UPPER QUARTILE	26100	27550	28650	29300	29700	29850	29850	29700	29450
MEDIAN	22000	22950	23750	24400	24850	25200	25450	25650	25800
LOWER QUARTILE	18950	19600	20150	20600	21000	21350	21600	21850	22100
LOWER DECILE	16700	17200	17400	17450	17450	17500	17500	17500	17500
MEAN	22700	23700	24550	25200	25700	26050	26250	26400	26450
TOTAL NUMBER	108	90	71	56	48	17	23	45	66
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	3	4	2	4	3	0	0	2	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS, ALL SCHOOLS
9-10 MONTH CONTRACTS



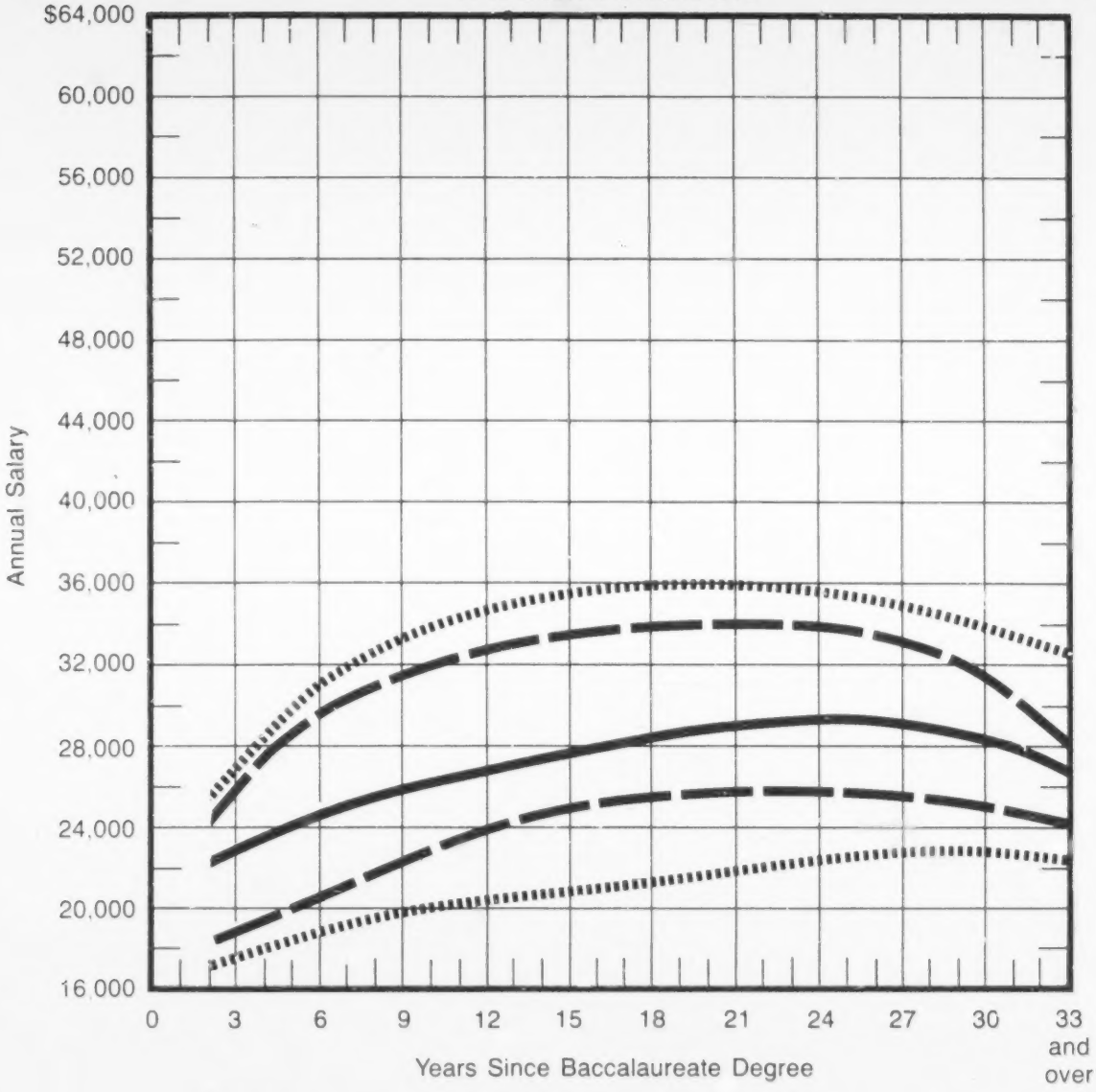
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	21800	22400	22950	23500	24050	24600	25150	25700
UPPER QUARTILE	19150	19750	20350	20900	21450	22000	22500	23000	23450
MEDIAN	17750	18150	18500	18850	19200	19550	19850	20200	20500
LOWER QUARTILE	15850	16150	16450	16750	17050	17350	17600	17850	18100
LOWER DECILE	6900	8000	9100	10150	11200	12200	13050	13800	14500
MEAN	18000	18350	18750	19100	19450	19850	20200	20500	20850
TOTAL NUMBER	18	22	30	31	31	34	31	46	26
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	6	4	4	3	6	1	7	4

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	26750	28250	29600	30800	31900	32800	33550	34300	35050
UPPER QUARTILE	24350	25500	26500	27250	27850	28300	28650	28900	29100
MEDIAN	21050	21800	22450	22950	23400	23700	23950	24200	24400
LOWER QUARTILE	18500	19100	19550	19950	20250	20500	20650	20800	20900
LOWER DECILE	15550	16500	17050	17300	17400	17450	17500	17500	17500
MEAN	21500	22350	23150	23800	24400	24900	25300	25650	26050
TOTAL NUMBER	84	62	48	44	37	12	17	37	48
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	3	3	2	4	3	0	0	2	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS, ALL SCHOOLS
11-12 MONTH CONTRACTS



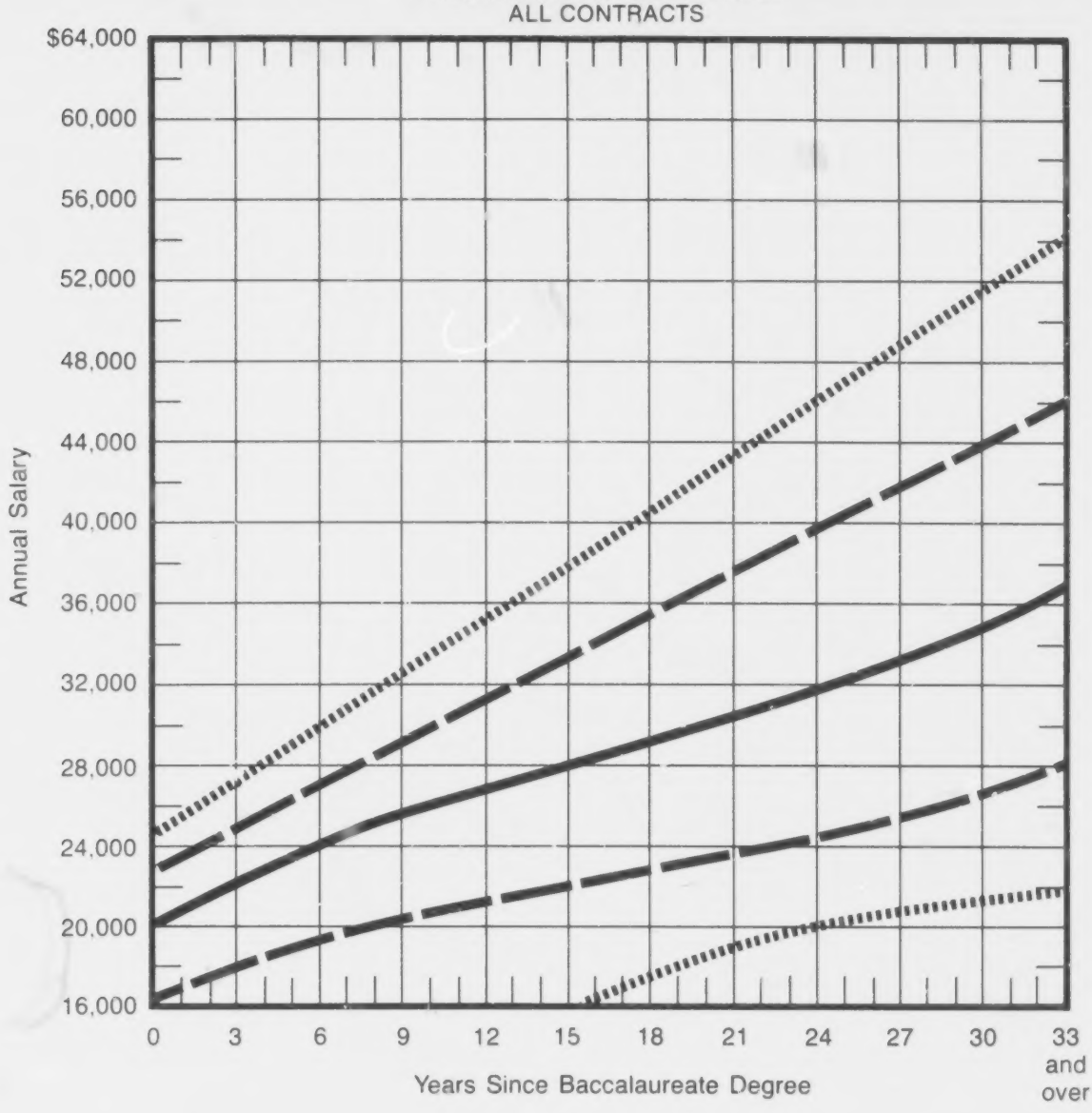
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	25900	26950	27950	0	29900	30800	31650
UPPER QUARTILE	0	0	24400	25150	25850	0	27250	27950	28600
MEDIAN	0	0	22350	22900	23450	0	24500	25000	25500
LOWER QUARTILE	0	0	18500	19050	19600	0	20650	21150	21650
LOWER DECILE	0	0	17400	17700	17950	0	18500	18800	19050
MEAN	0	0	21800	22450	23050	0	24200	24800	25350
TOTAL NUMBER	2	3	7	6	7	4	5	5	10
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	33150	34900	35950	36350	36300	35850	35250	34350	33200
UPPER QUARTILE	29900	31600	32950	33850	34200	33950	33250	31650	28000
MEDIAN	26350	27450	28250	28750	29000	28950	28750	28250	27250
LOWER QUARTILE	22550	23750	24650	25250	25550	25600	25400	24950	23950
LOWER DECILE	19550	20300	21000	21550	22050	22450	22700	22800	22400
MEAN	26350	27700	28700	29300	29600	29550	29250	28550	27050
TOTAL NUMBER	24	28	23	12	11	5	6	8	18
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

RESEARCHERS, ALL SCHOOLS
ALL CONTRACTS



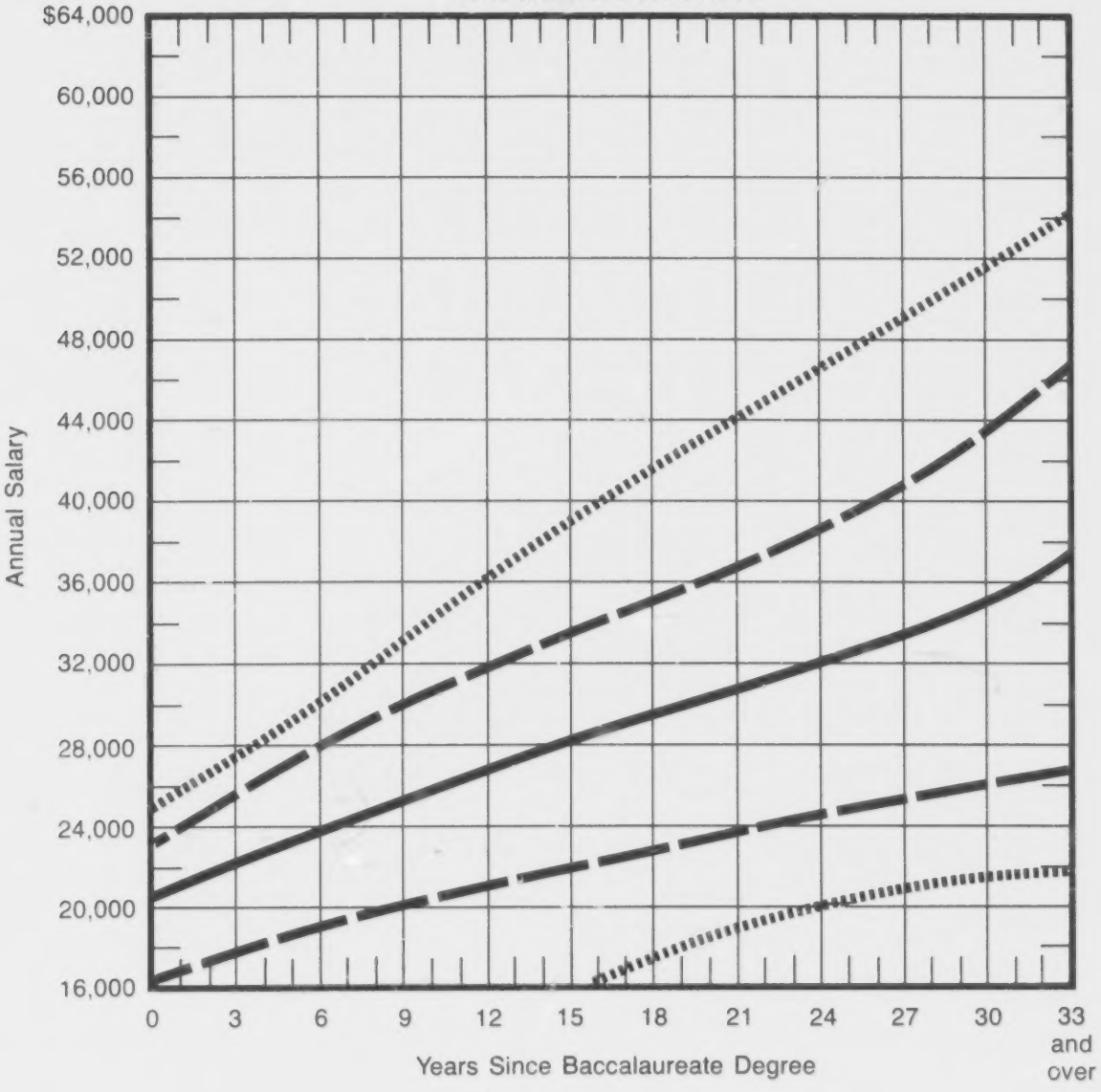
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25100	25950	26800	27650	28550	29450	30350	31250	32200
UPPER QUARTILE	23500	24100	24700	25300	25950	26550	27200	27900	28550
MEDIAN	20850	21300	21700	22100	22550	23000	23400	23850	24300
LOWER QUARTILE	16550	16900	17200	17550	17900	18250	18650	19000	19350
LOWER DECILE	10050	10400	10750	11100	11450	11850	12250	126	13100
MEAN	20700	21150	21600	22100	22550	23000	23500	24000	24500
TOTAL NUMBER	41	38	39	46	53	56	54	60	73
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	5	3	5	4	9	17	6	11	6

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34100	37000	39850	42650	45300	47700	49850	52150	54700
UPPER QUARTILE	29950	32100	34300	36500	38650	40650	42500	44450	46050
MEDIAN	25250	26700	28150	29600	31100	32550	33900	35600	37900
LOWER QUARTILE	20100	21250	22400	23500	24600	25650	26600	27650	28800
LOWER DECILE	13950	15350	16800	18250	19650	20900	21850	22650	22150
MEAN	25500	27050	28650	30200	31750	33250	34650	36250	38050
TOTAL NUMBER	181	149	115	90	81	63	56	78	104
OVER $63000	0	0	0	0	0	0	1	0	2
UNDER $16000	11	8	10	5	7	6	1	2	2

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

RESEARCHERS, ALL SCHOOLS
11-12 MONTH CONTRACTS



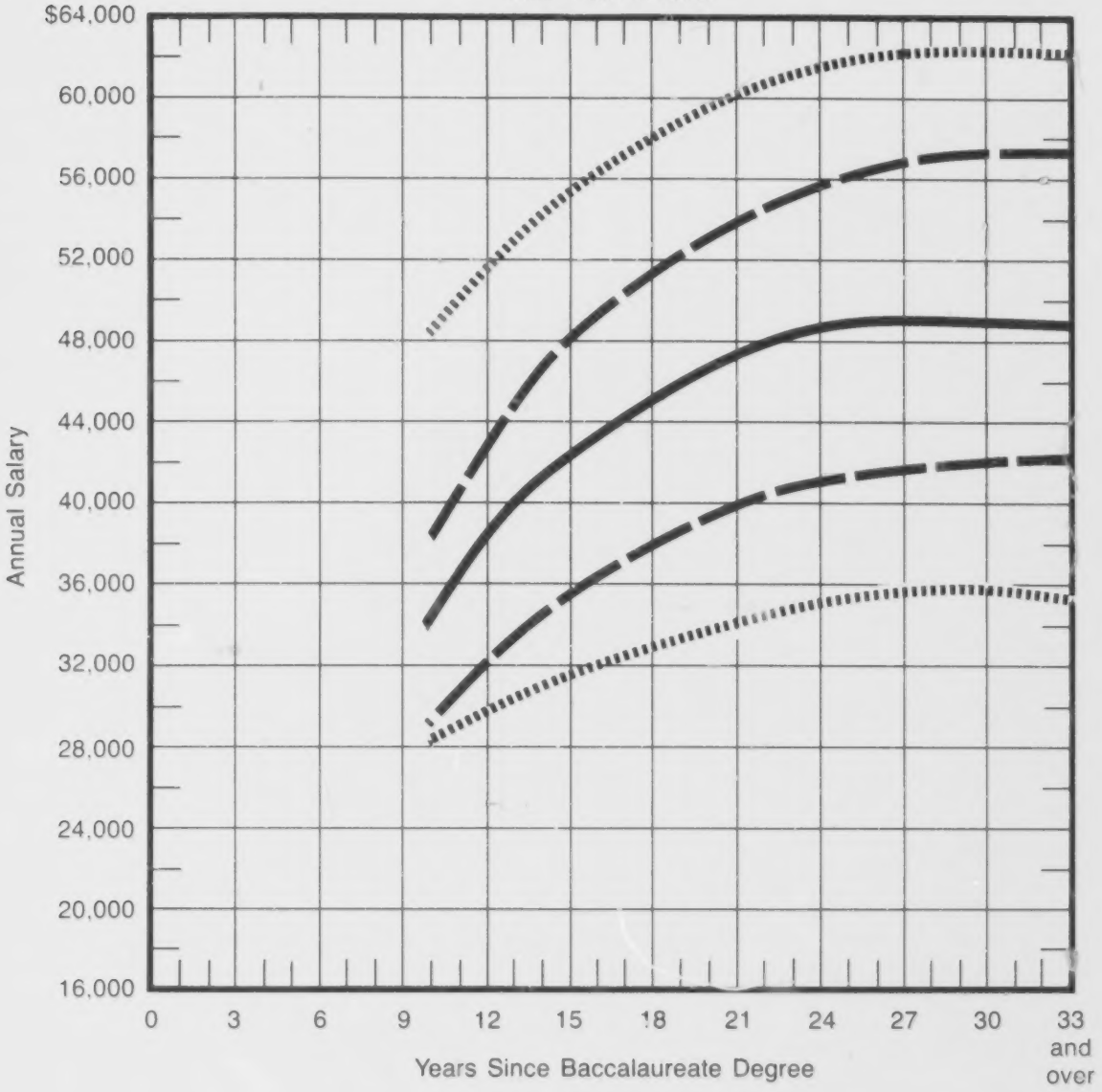
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25100	25900	26800	27700	28600	29500	30450	31400	32350
UPPER QUARTILE	23500	24100	24750	25350	26000	26700	27350	28050	28750
MEDIAN	20850	21300	21700	22150	22600	23050	23550	24000	24450
LOWER QUARTILE	16550	16850	17200	17550	17900	18250	18600	18950	19300
LOWER DECILE	10350	10650	11000	11300	11650	12050	12400	12750	13150
MEAN	20800	21250	21700	22150	22650	23150	23650	24150	24650
TOTAL NUMBER	40	37	39	43	53	53	51	58	67
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	3	5	4	9	17	4	11	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34300	37250	40200	43050	45650	48050	50100	52250	54500
UPPER QUARTILE	30200	32400	34650	36900	39050	41000	42750	44450	45400
MEDIAN	25450	26900	28400	29950	31450	32900	34250	35900	37950
LOWER QUARTILE	20050	21200	22350	23500	24600	25700	26700	27850	29300
LOWER DECILE	13950	15200	16500	17800	19050	20200	21150	22000	21950
MEAN	25700	27300	28900	30500	32100	33550	34900	36400	37900
TOTAL NUMBER	171	138	107	84	75	59	50	75	98
OVER $63000	0	0	0	0	0	0	1	0	2
UNDER $16000	9	5	6	4	7	6	1	2	2

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY, ALL SCHOOLS
ALL CONTRACTS



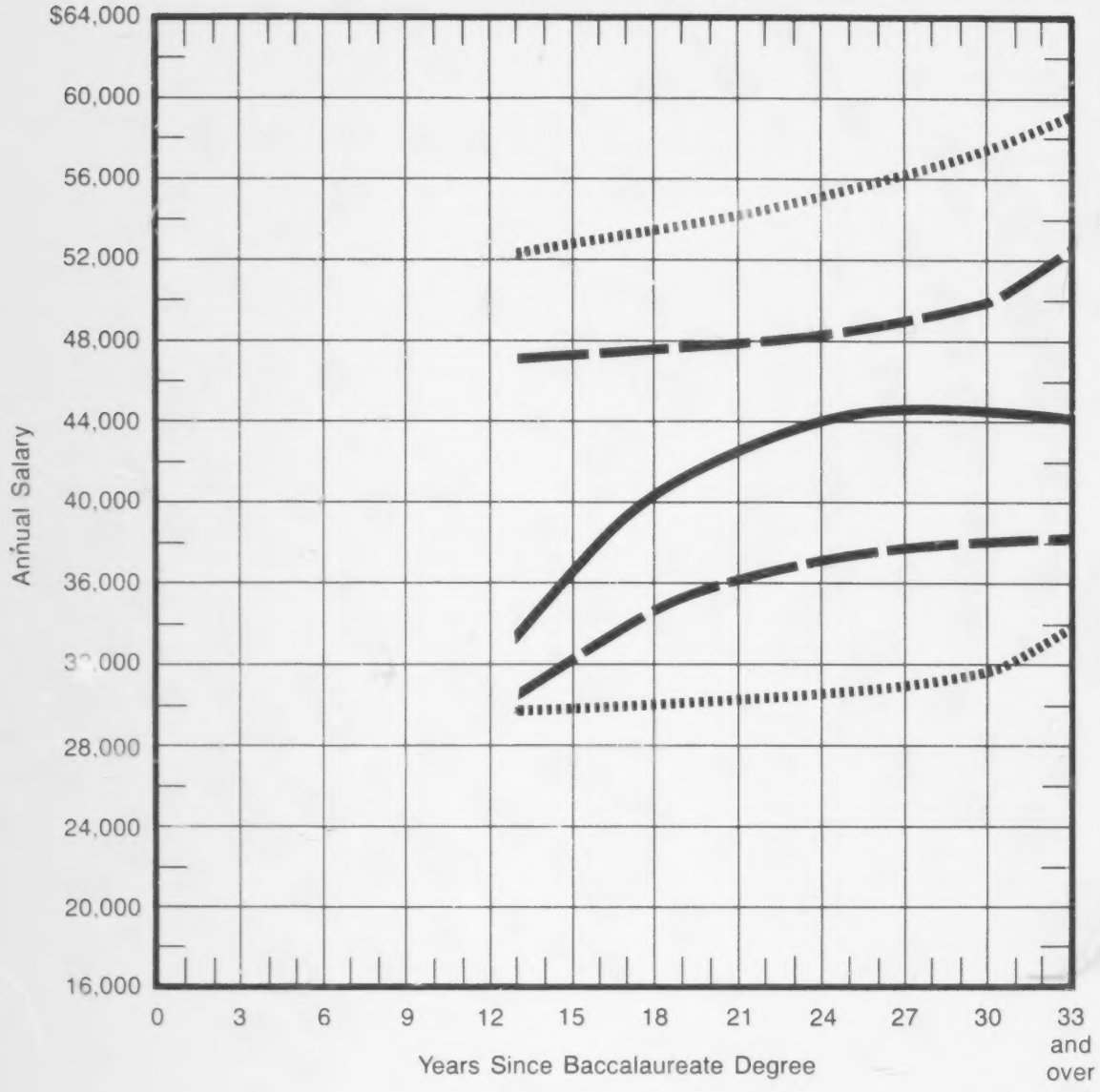
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	2	0	0	0	2	2	2
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	52950	56900	59800	61750	62800	63250	63250	62850
UPPER QUARTILE	38500	45200	50350	53700	55650	56600	57050	57200	57250
MEDIAN	34650	39750	43750	46550	48200	49000	49350	49400	49250
LOWER QUARTILE	29950	33650	36850	39400	41150	42150	42600	42650	42200
LOWER DECILE	28850	30350	31750	33050	34150	35050	35650	36000	35250
MEAN	35600	40100	43800	46450	48150	49050	49400	49450	49250
TOTAL NUMBER	10	33	88	171	186	211	171	187	263
OVER $63000	0	0	3	13	12	19	18	24	28
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY, ALL SCHOOLS
9-10 MONTH CONTRACTS



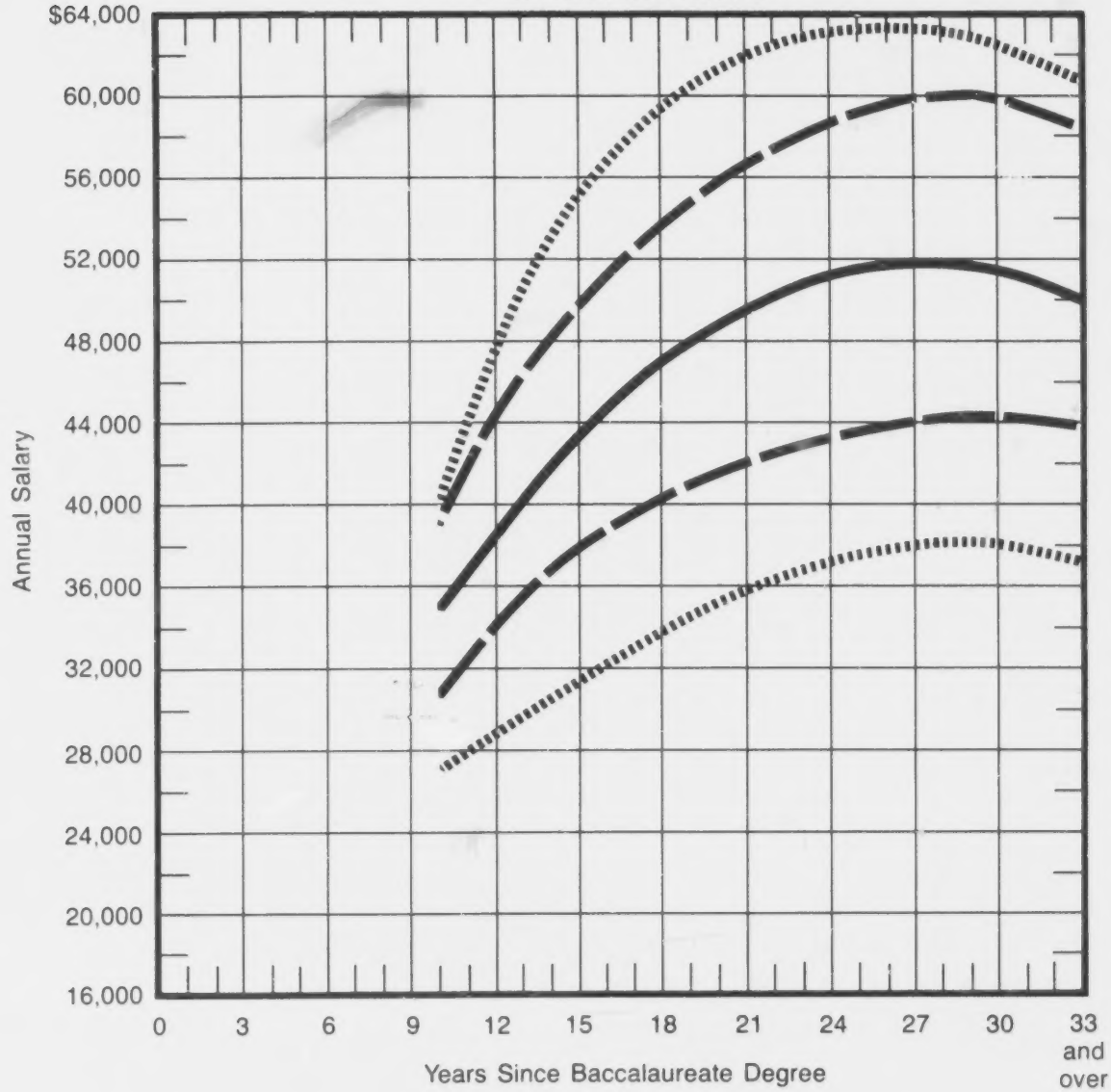
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	52350	53150	53950	54750	55600	56400	57550	59350
UPPER QUARTILE	0	47300	47500	47850	48300	48900	49600	50750	53550
MEDIAN	0	33850	38700	41750	43400	44250	44600	44800	44900
LOWER QUARTILE	0	31100	33350	35050	36250	37050	37550	37900	38100
LOWER DECILE	0	30600	30400	30400	30500	30750	31150	31900	34000
MEAN	0	38850	40250	41500	42600	43500	44200	44950	45650
TOTAL NUMBER	1	8	25	37	50	52	47	44	78
OVER $63000	0	0	0	1	0	0	0	1	4
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY, ALL SCHOOLS
11-12 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	2	0	0	0	2	2	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

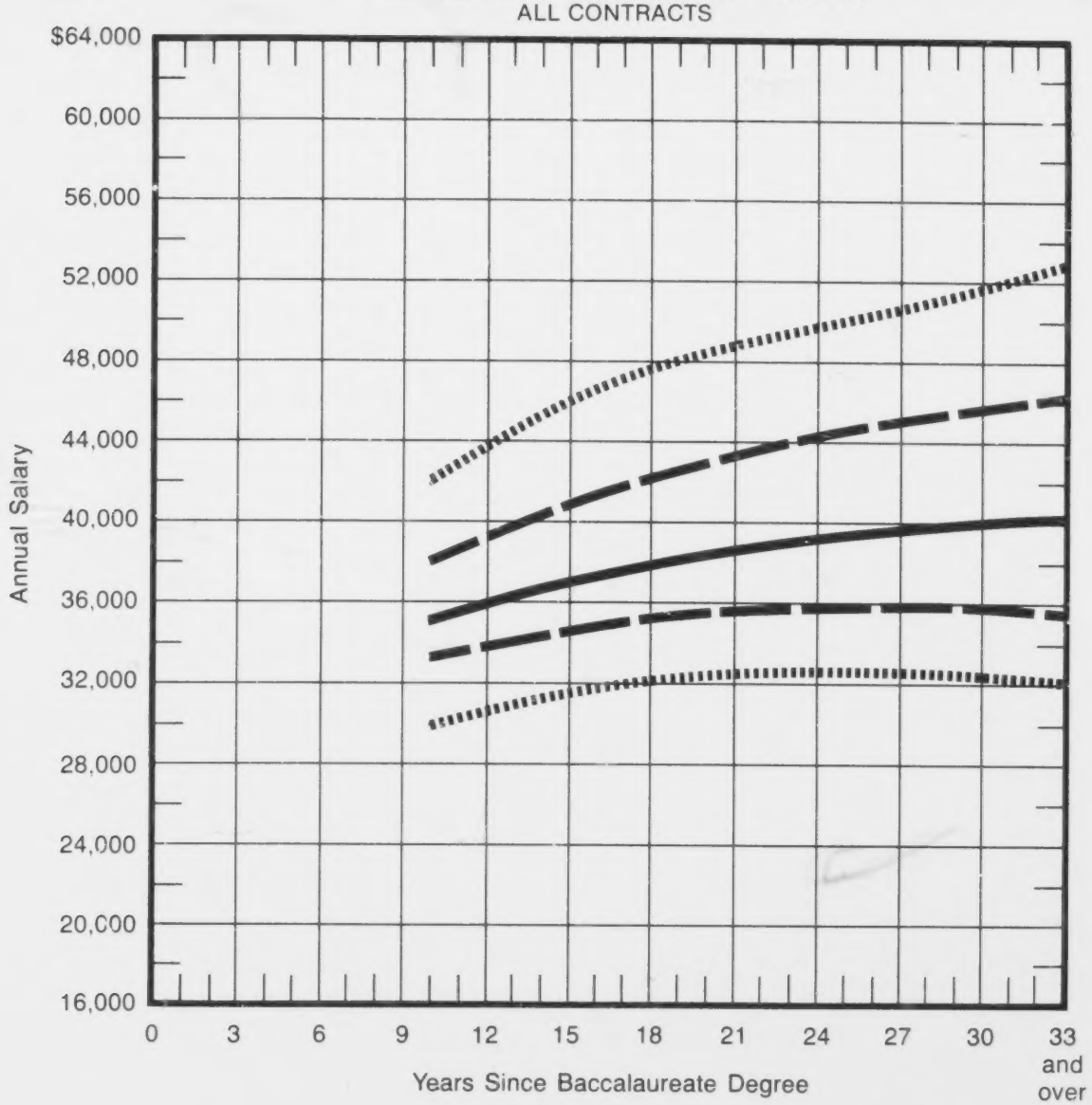
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39900	50050	57500	61600	63250	63500	63300	62950	62700
UPPER QUARTILE	37850	45350	51250	55150	57300	58300	58650	58700	58600
MEDIAN	34950	40450	45000	48300	50300	51250	51500	51300	50850
LOWER QUARTILE	30200	34550	38350	41250	43200	44200	44500	44350	43700
LOWER DECILE	27050	29600	32050	34200	35900	37100	38750	37750	36250
MEAN	34400	40050	44750	48050	50050	50950	51200	51050	50650
TOTAL NUMBER	9	25	63	134	136	159	124	143	185
OVER $63000	0	0	3	12	12	19	18	23	24
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ENGINEERS EMPLOYED BY ENGINEERING SCHOOLS

PROFESSORS, ALL ENGINEERING SCHOOLS
ALL CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

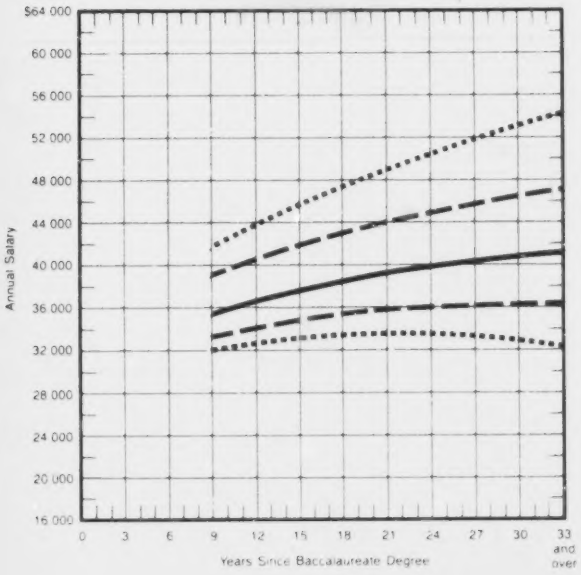
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42400	44200	45950	47600	49100	50450	51550	52700	53500
UPPER QUARTILE	38700	40050	41400	42600	43700	44700	45550	46350	46950
MEDIAN	35600	36650	37550	38400	39150	39750	40250	40650	40700
LOWER QUARTILE	33050	33800	34450	35000	35450	35800	36050	36150	35750
LOWER DECILE	30700	31500	32100	32550	32800	32900	32900	32700	32100
MEAN	36450	37500	38500	39350	40100	40750	41300	41750	41850
TOTAL NUMBER	11	85	306	553	816	847	747	846	1617
OVER $63000	0	0	2	1	3	5	5	11	20
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

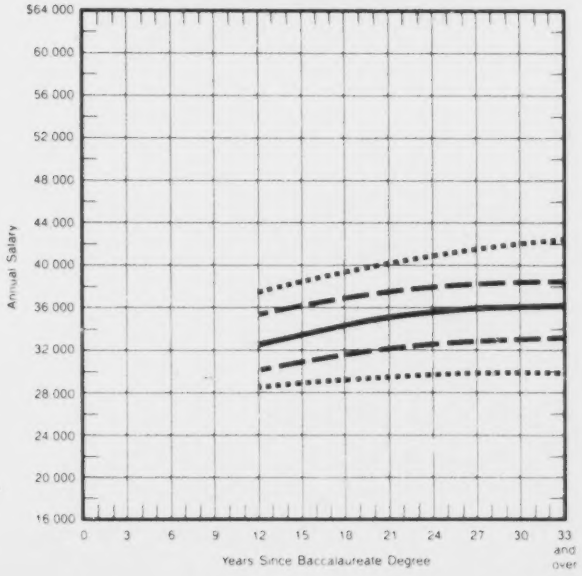
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS
ALL CONTRACTS

Ph.D
ENGINEERING SCHOOLS



NON-Ph.D
ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	$42550	$44500	$46350	$48150	$49750	$51250	$52450	$53750	$54600
UPPER QUARTILE	39050	40500	41900	43200	44400	45400	46300	47200	47850
MEDIAN	35950	37100	38150	39100	39950	40650	41150	41600	41650
LOWER QUARTILE	33550	34350	35050	35650	36150	36500	36700	36800	36350
LOWER DECILE	32250	32700	33050	33300	33450	33550	33450	33250	32450
MEAN	36850	38000	39050	40000	40850	41550	42100	42600	42650
TOTAL NUMBER	10	73	265	493	712	722	642	735	1412
OVER $63000	0	0	2	1	3	5	5	11	20
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-Ph.D SCHOOLS

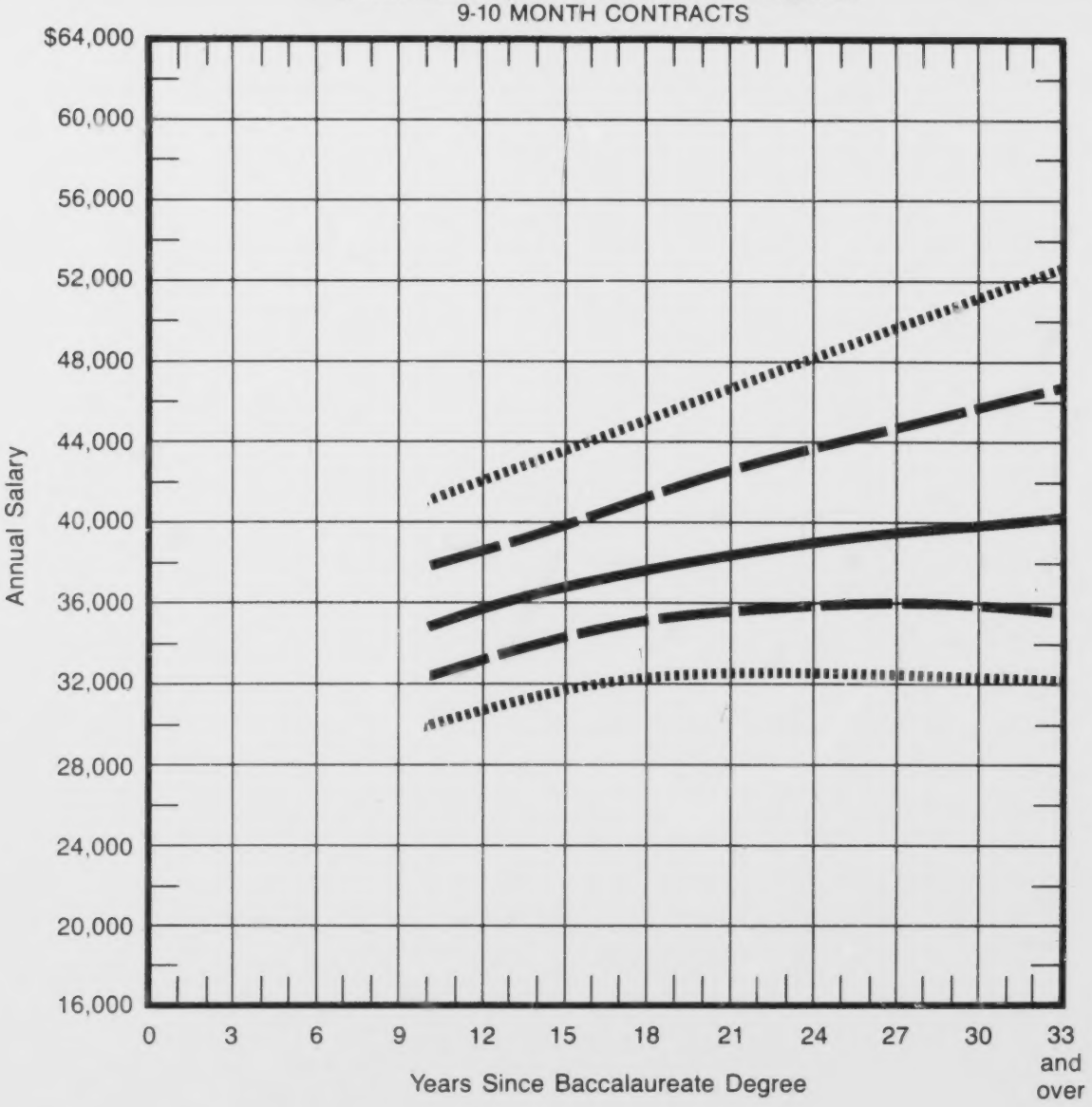
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	37700	38950	40050	41000	41800	42400	42900	42750
UPPER QUARTILE	0	35950	36700	37400	37950	38450	38800	39050	38950
MEDIAN	0	32650	33650	34550	35300	35950	36400	36750	36600
LOWER QUARTILE	0	30150	30900	31550	32150	32650	33050	33350	33400
LOWER DECILE	0	29850	29700	29550	29500	29500	29550	29750	30400
MEAN	0	33650	34300	34850	35350	35750	36100	36350	36450
TOTAL NUMBER	1	12	41	60	104	125	105	111	205
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

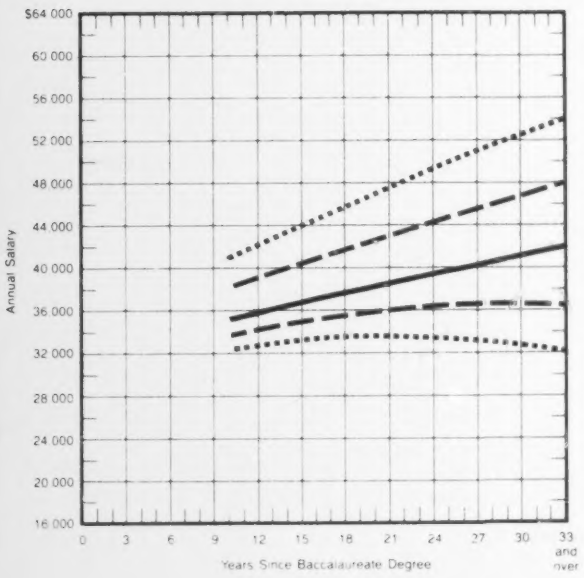
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41600	43250	44850	46400	47850	49150	50350	51600	52900
UPPER QUARTILE	38200	39550	40800	42050	43150	44150	44950	45850	46550
MEDIAN	35350	36350	37300	38100	38850	39450	39950	40350	40500
LOWER QUARTILE	32950	33700	34350	34900	35350	35700	35900	36050	35700
LOWER DECILE	30450	31400	32050	32550	32800	32900	32850	32650	32050
MEAN	36000	37050	38000	38900	39700	40350	40900	41400	41600
TOTAL NUMBER	11	78	285	508	755	798	698	802	1561
OVER $63000	0	0	2	0	2	2	5	8	14
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

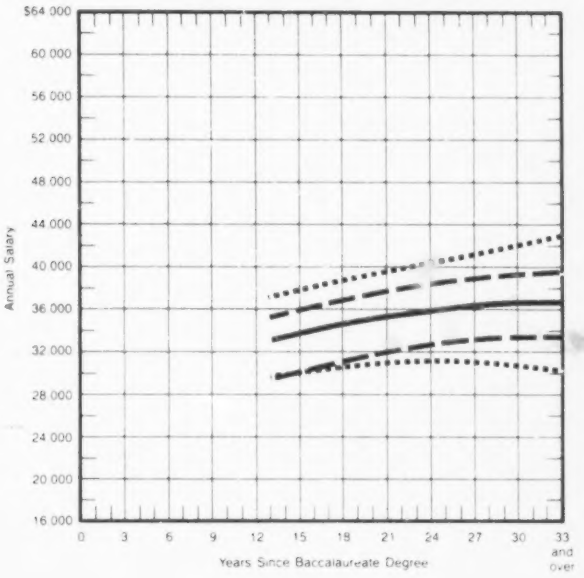
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS
9-10 MONTH CONTRACTS

Ph.D
ENGINEERING SCHOOLS



NON-Ph.D
ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41950	43650	45350	47000	48550	49950	51150	52500	53800
UPPER QUARTILE	38450	39850	41250	42550	43750	44800	45700	46650	47450
MEDIAN	35650	36750	37800	38750	39550	40250	40800	41300	41350
LOWER QUARTILE	33400	34150	34850	35400	35900	36250	36450	36550	36200
LOWER DECILE	32150	32600	32950	33200	33350	33400	33350	33150	32350
MEAN	36450	37550	38600	39500	40350	41050	41600	42150	42350
TOTAL NUMBER	10	68	249	460	661	682	604	701	1366
OVER $63000	0	0	2	0	2	2	5	8	14
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-Ph.D SCHOOLS

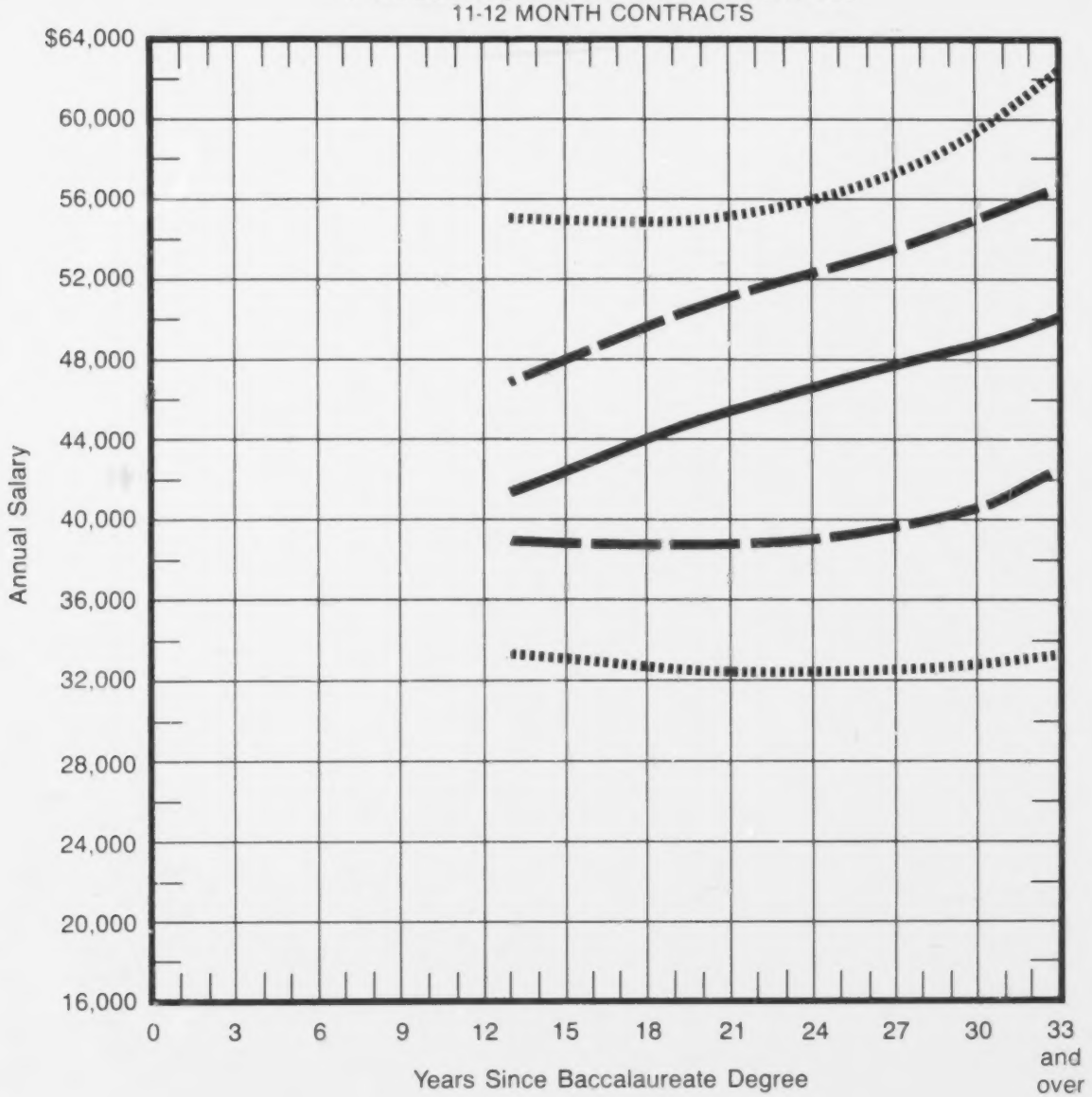
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	37300	38450	39450	40350	41150	41800	42400	42700
UPPER QUARTILE	0	35800	36600	37300	37950	38450	38800	39100	39000
MEDIAN	0	32400	33550	34550	35400	36100	36600	36950	36650
LOWER QUARTILE	0	29850	30800	31700	32450	33050	33500	33800	33500
LOWER DECILE	0	29950	30050	30100	30150	30200	30250	30300	30350
MEAN	0	32800	33700	34450	35150	35700	36150	36500	36450
TOTAL NUMBER	1	10	36	48	94	116	94	101	195
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



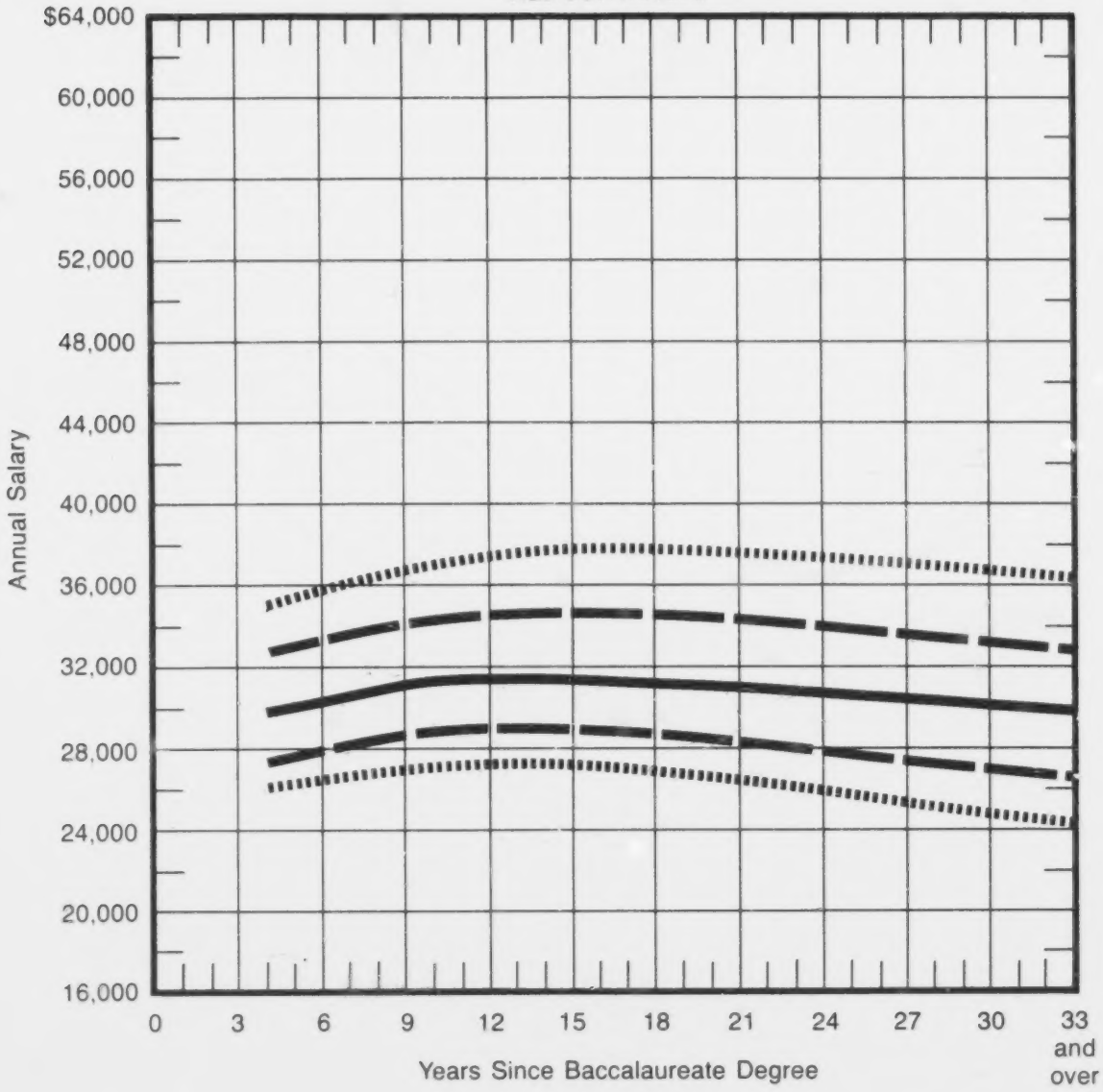
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	55750	55150	55200	55800	56800	58100	60100	63350
UPPER QUARTILE	0	47550	48950	50300	51600	52800	53950	55350	57200
MEDIAN	0	42150	43600	44950	46200	47350	48300	49350	50250
LOWER QUARTILE	0	39650	39450	39400	39500	39700	40100	40900	43050
LOWER DECILE	0	33550	33100	32750	32550	32450	32500	32700	33650
MEAN	0	43900	44150	44700	45450	46350	47250	48300	49450
TOTAL NUMBER	0	7	21	45	61	49	49	44	56
OVER $63000	0	0	0	1	1	3	0	3	6
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, ALL ENGINEERING SCHOOLS
ALL CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	35500	0	36100	36350	36600
UPPER QUARTILE	0	0	0	0	32650	0	33250	33500	33700
MEDIAN	0	0	0	0	31250	0	31350	31400	31450
LOWER QUARTILE	0	0	0	0	27600	0	28200	28450	28650
LOWER DECILE	0	0	0	0	24250	0	25350	25800	26200
MEAN	0	0	0	0	30000	0	30700	31000	31300
TOTAL NUMBER	0	0	0	0	5	4	6	14	33
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

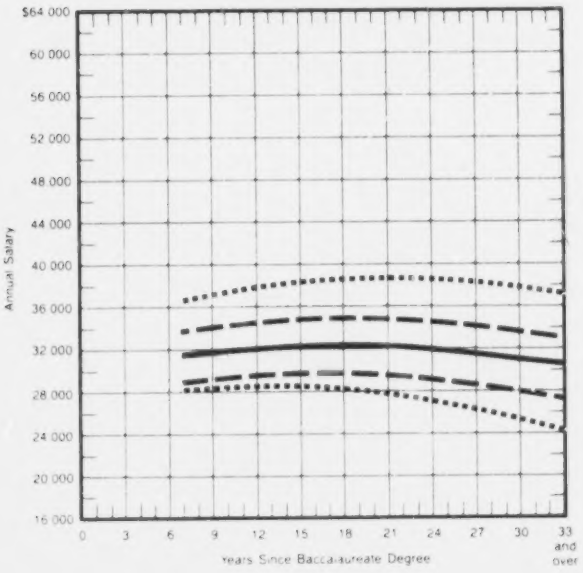
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37050	37550	37850	38000	38050	37900	37750	37400	36750
UPPER QUARTILE	34100	34550	34750	34800	34750	34550	34300	33900	33300
MEDIAN	31500	31600	31600	31550	31450	31300	31150	30800	30150
LOWER QUARTILE	29000	29300	29350	29250	28950	28600	28200	27650	26900
LOWER DECILE	26800	27300	27350	27100	26650	26100	25550	24950	24250
MEAN	31700	32150	32300	32300	32100	31850	31500	31050	30450
TOTAL NUMBER	274	509	609	549	428	318	241	259	363
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	0	0	0	0	0	0	0	1	1

LEGEND

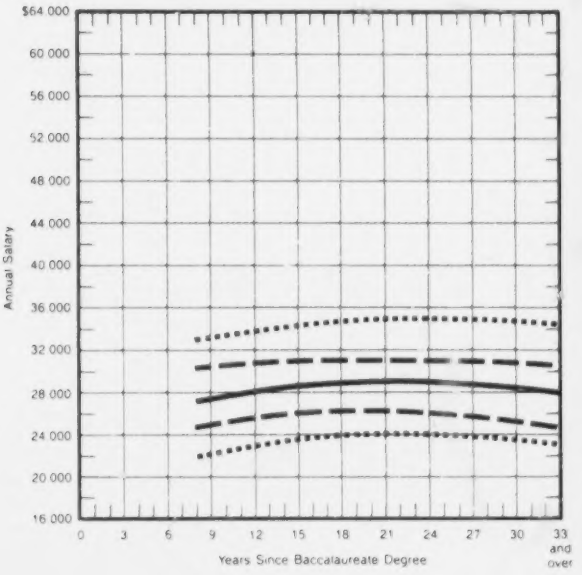
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS
ALL CONTRACTS

Ph.D
ENGINEERING SCHOOLS



NON-Ph.D
ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	36750	37000
UPPER QUARTILE	0	0	0	0	0	0	0	34200	34400
MEDIAN	0	0	0	0	0	0	0	31650	31750
LOWER QUARTILE	0	0	0	0	0	0	0	29850	29900
LOWER DECILE	0	0	0	0	0	0	0	28150	28250
MEAN	0	0	0	0	0	0	0	31950	32150
TOTAL NUMBER	0	0	0	0	3	3	3	10	28
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37450	37950	38300	38500	38550	38500	38300	38000	37300
UPPER QUARTILE	34650	35000	35150	35200	35150	35050	34800	34450	33800
MEDIAN	31900	32100	32200	32150	32050	31900	31650	31300	30550
LOWER QUARTILE	30000	30050	30000	29850	29600	29300	28950	28350	27200
LOWER DECILE	28400	28400	28300	27950	27550	27050	26450	25650	24450
MEAN	32450	32800	32950	32900	32750	32500	32150	31650	30850
TOTAL NUMBER	236	439	513	426	322	258	192	206	286
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	0	0	0	0	0	0	0	1	1

NON-Ph.D SCHOOLS

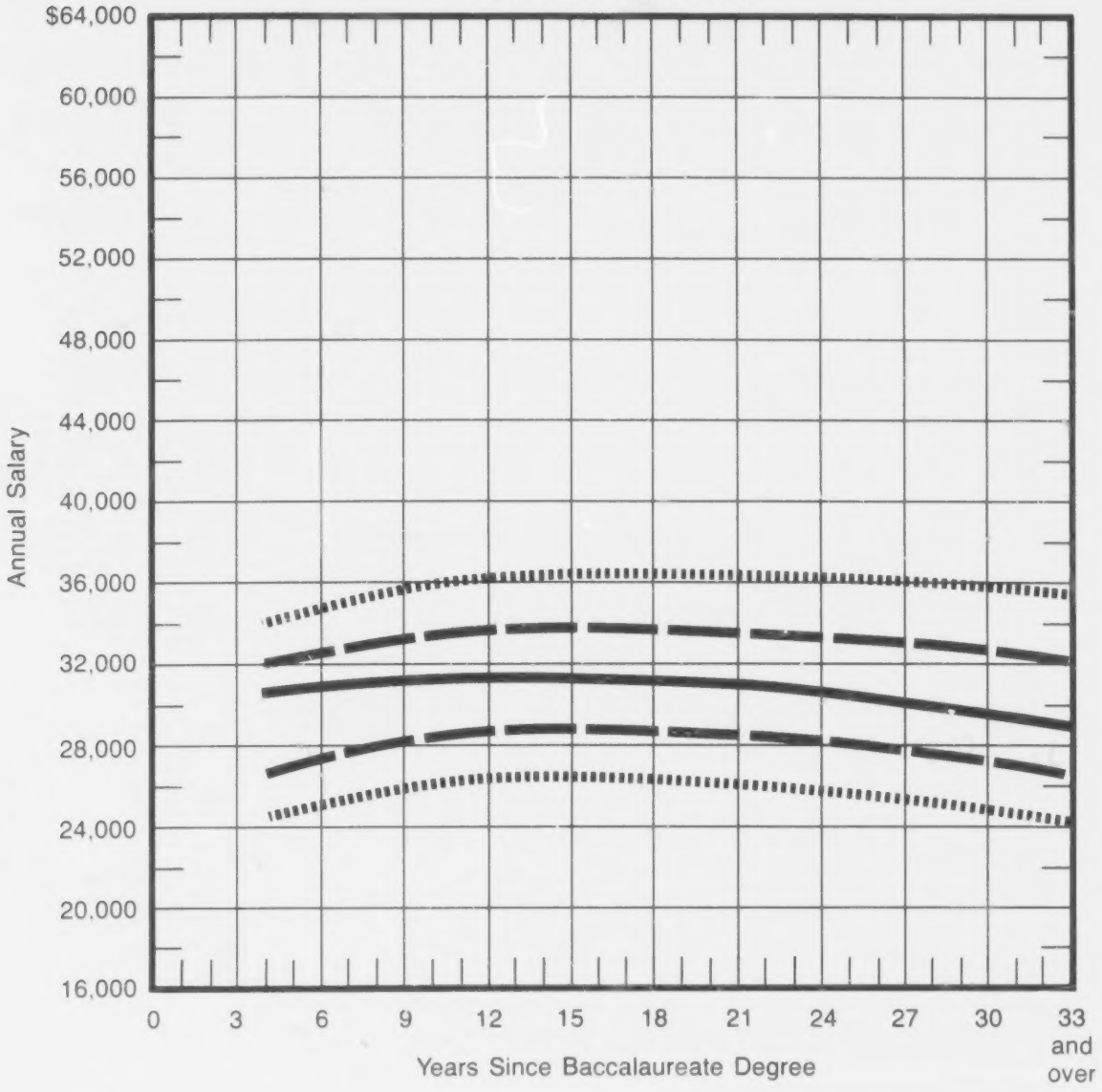
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	33000
UPPER QUARTILE	0	0	0	0	0	0	0	0	30000
MEDIAN	0	0	0	0	0	0	0	0	27200
LOWER QUARTILE	0	0	0	0	0	0	0	0	24500
LOWER DECILE	0	0	0	0	0	0	0	0	22500
MEAN	0	0	0	0	0	0	0	0	27550
TOTAL NUMBER	0	0	0	0	2	1	3	4	5
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	33400	33950	34450	34850	35150	35300	35400	35350	34800
UPPER QUARTILE	30350	30850	31250	31500	31700	31800	31800	31700	31350
MEDIAN	27650	28200	28600	28850	29000	29000	28950	28750	28350
LOWER QUARTILE	25300	26150	26650	26850	26850	26650	26350	25900	25350
LOWER DECILE	23150	23900	24350	24600	24650	24550	24350	24050	23650
MEAN	28050	28700	29150	29400	29550	29550	29450	29200	28650
TOTAL NUMBER	38	70	96	123	106	60	49	53	77
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	34550	0	35150	35400	35650
UPPER QUARTILE	0	0	0	0	32000	0	32700	33000	33300
MEDIAN	0	0	0	0	31200	0	31300	31350	31350
LOWER QUARTILE	0	0	0	0	27300	0	28300	28500	28700
LOWER DECILE	0	0	0	0	24600	0	25550	25950	26300
MEAN	0	0	0	0	30050	0	30600	30850	31050
TOTAL NUMBER	0	0	0	0	5	3	5	14	30
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

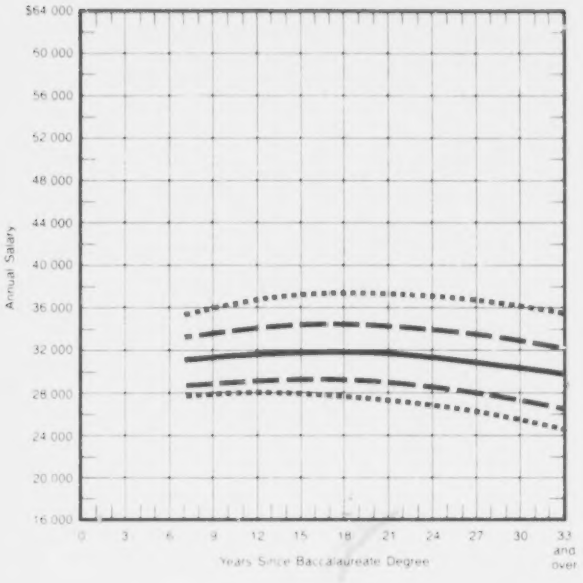
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36050	36450	36700	36750	36700	36550	36350	36000	35550
UPPER QUARTILE	33700	34150	34300	34300	34100	33850	33500	33050	32450
MEDIAN	31400	31400	31350	31300	31200	31000	30800	30500	29750
LOWER QUARTILE	28950	29200	29250	29100	28800	28450	28050	27500	26650
LOWER DECILE	26800	27200	27250	27000	26550	26000	25500	24850	24150
MEAN	31400	31700	31800	31750	31550	31250	30850	30400	29700
TOTAL NUMBER	255	485	585	508	399	304	220	242	341
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	1	1

LEGEND

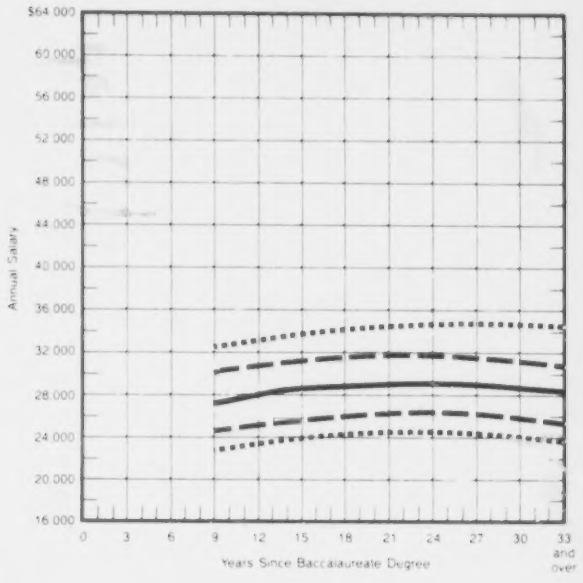
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS
9-10 MONTH CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	35600	35900
UPPER QUARTILE	0	0	0	0	0	0	0	33550	33800
MEDIAN	0	0	0	0	0	0	0	31500	31600
LOWER QUARTILE	0	0	0	0	0	0	0	29650	29750
LOWER DECILE	0	0	0	0	0	0	0	28000	28100
MEAN	0	0	0	0	0	0	0	31600	31800
TOTAL NUMBER	0	0	0	0	3	2	3	10	26
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36400	36950	37200	37250	37150	36900	36650	36250	35800
UPPER QUARTILE	34200	34550	34700	34700	34550	34300	33950	33550	32900
MEDIAN	31750	31850	31900	31850	31750	31550	31300	30900	30150
LOWER QUARTILE	29850	29900	29850	29700	29450	29100	28700	28100	26950
LOWER DECILE	28300	28350	28200	27850	27400	26850	26250	25450	24250
MEAN	32050	32300	32400	32300	32100	31800	31400	30850	30000
TOTAL NUMBER	220	418	491	394	295	244	173	191	267
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	1	1

NON-Ph.D SCHOOLS

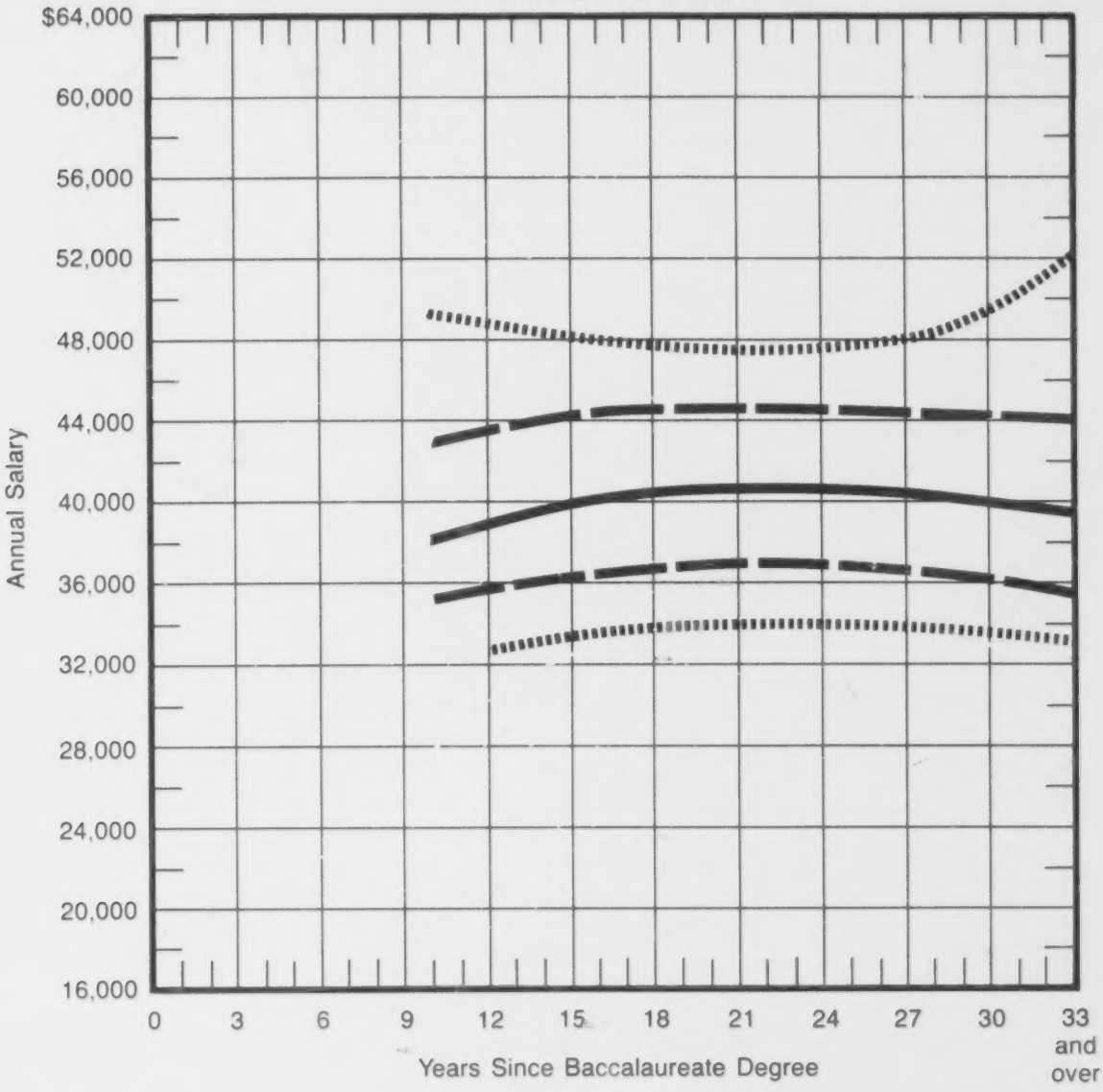
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	2	1	2	4	4
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	32900	33500	34050	34450	34750	34950	35050	35000	34400
UPPER QUARTILE	30100	30600	31000	31300	31550	31650	31750	31650	31150
MEDIAN	27050	27950	28550	28900	29050	29000	28900	28650	28250
LOWER QUARTILE	24800	26000	26700	26950	26850	26600	26250	25800	25300
LOWER DECILE	22950	23850	24400	24700	24700	24600	24350	24050	23600
MEAN	27700	28350	28900	29250	29400	29450	29400	29150	28400
TOTAL NUMBER	35	67	94	114	108	60	47	51	74
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



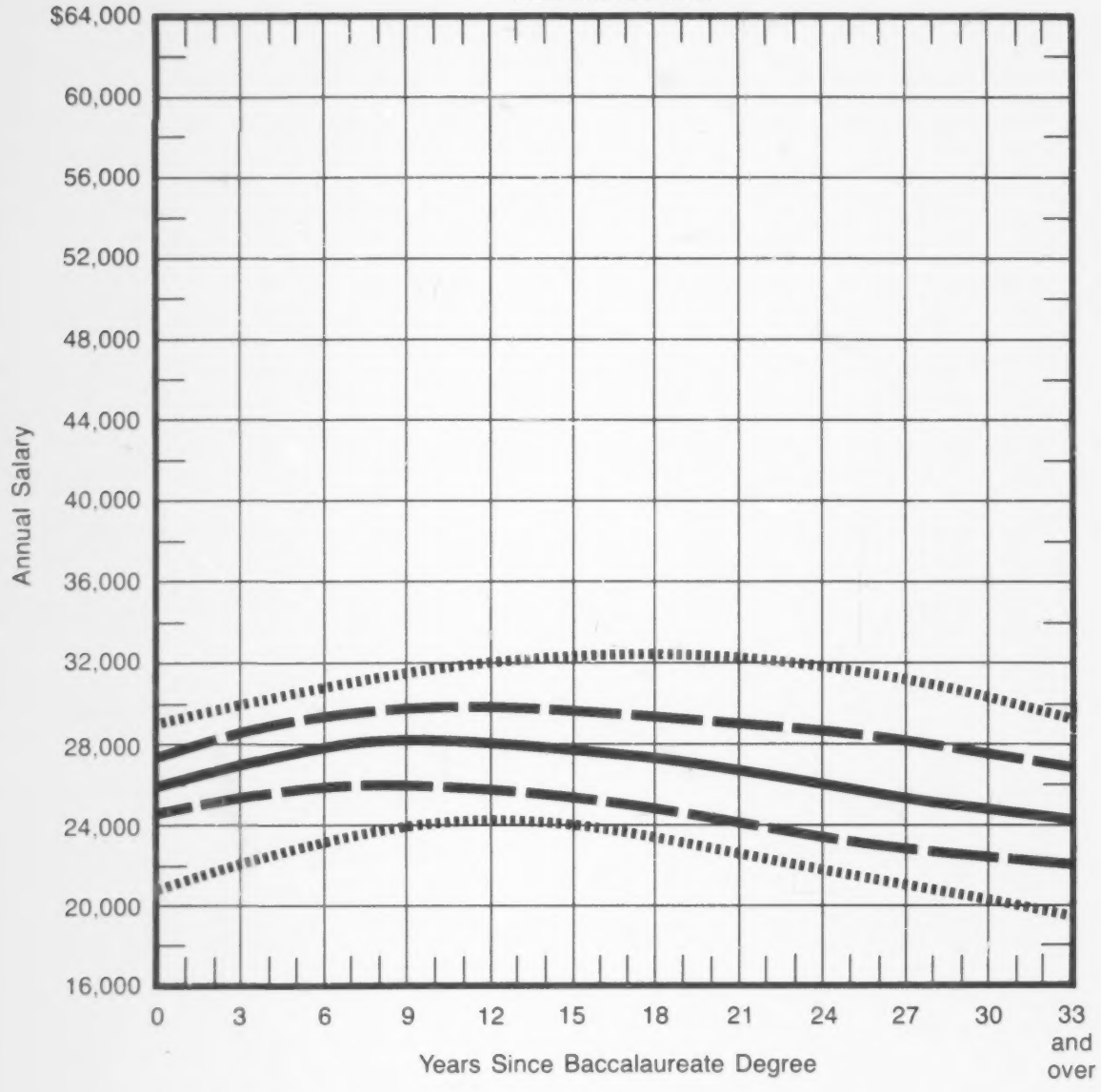
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	1	0	3
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49000	48400	48050	47900	47950	48250	48750	49800	52800
UPPER QUARTILE	43300	44400	44850	44900	44800	44600	44500	44350	44300
MEDIAN	38400	39550	40300	40600	40650	40500	40200	39800	39250
LOWER QUARTILE	35150	36150	36800	37100	37200	37050	36800	36400	35750
LOWER DECILE	27600	32600	33800	33750	33550	33400	33350	33300	33300
MEAN	38550	39950	40700	40950	40950	40800	40650	40450	40300
TOTAL NUMBER	19	24	24	41	29	14	21	17	22
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS, ALL ENGINEERING SCHOOLS
ALL CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29050	29400	29750	30100	30400	30650	30900	31150	31350
UPPER QUARTILE	27550	28000	28400	28750	29050	29300	29500	29700	29850
MEDIAN	25700	27000	27300	27500	27700	27850	28000	28050	28100
LOWER QUARTILE	25200	25450	25700	25850	26000	26150	26200	26250	26250
LOWER DECILE	21000	21650	22200	22700	23100	23450	23750	23950	24100
MEAN	25950	26350	26700	27000	27250	27500	27700	27850	28000
TOTAL NUMBER	5	10	18	38	73	134	189	232	253
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	1	0	0

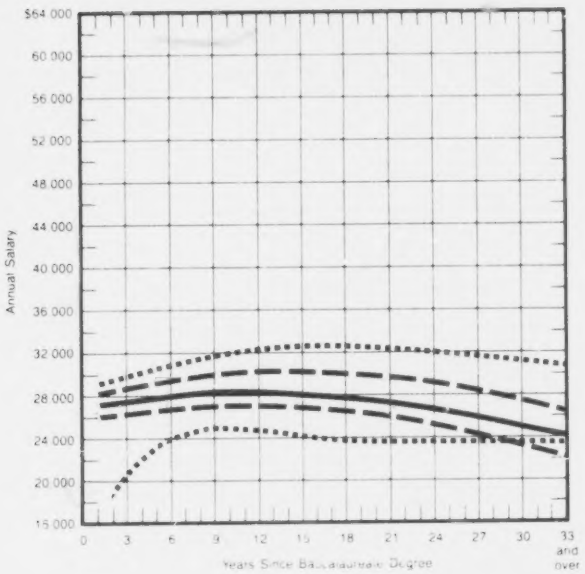
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	31700	32050	32200	32200	32000	31650	31250	30600	29500
UPPER QUARTILE	30000	30000	29800	29500	29100	28700	28300	27850	27350
MEDIAN	28100	27950	27600	27150	26650	26200	25750	25200	24650
LOWER QUARTILE	26200	25900	25450	24950	24350	23800	23250	22700	22000
LOWER DECILE	24200	24000	23450	22800	22150	21500	20950	20350	19850
MEAN	28150	28150	27950	27600	27100	26600	26100	25450	24700
TOTAL NUMBER	675	474	256	102	77	64	40	41	68
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	0	0	0	0	0	0	1

LEGEND

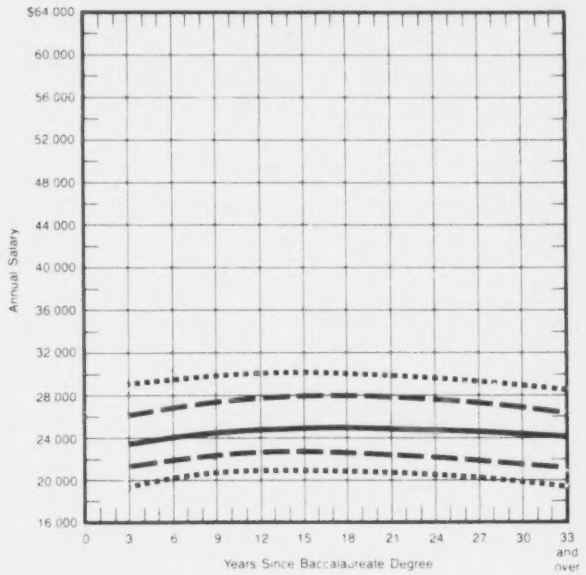
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS
ALL CONTRACTS

Ph.D
ENGINEERING SCHOOLS



NON-Ph.D
ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29300	29600	29950	30250	30550	30850	31150	31400
UPPER QUARTILE	0	28150	28500	28850	29150	29400	29600	29800	29950
MEDIAN	0	27300	27550	27700	27900	28050	28150	28200	28300
LOWER QUARTILE	0	26150	26300	26450	26550	26600	26650	26700	26700
LOWER DECILE	0	12950	18250	22150	24200	24850	24900	24750	24550
MEAN	0	26800	27050	27350	27600	27800	28000	28150	28300
TOTAL NUMBER	2	7	15	32	63	125	179	204	222
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	31850	32350	32700	32850	32800	32550	32150	31800	29650
UPPER QUARTILE	30150	30300	30200	29900	29550	29200	28800	28300	27700
MEDIAN	28350	28250	28000	27600	27150	26600	26100	25400	24500
LOWER QUARTILE	26650	26450	26100	25650	25150	24600	24000	23300	22300
LOWER DECILE	24250	24050	24000	23950	23950	23950	23950	23950	23950
MEAN	28450	28550	28450	28200	27800	27300	26750	26050	24950
TOTAL NUMBER	596	404	190	78	50	47	22	28	45
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	0	0	0	0	0	0	1

NON-Ph.D SCHOOLS

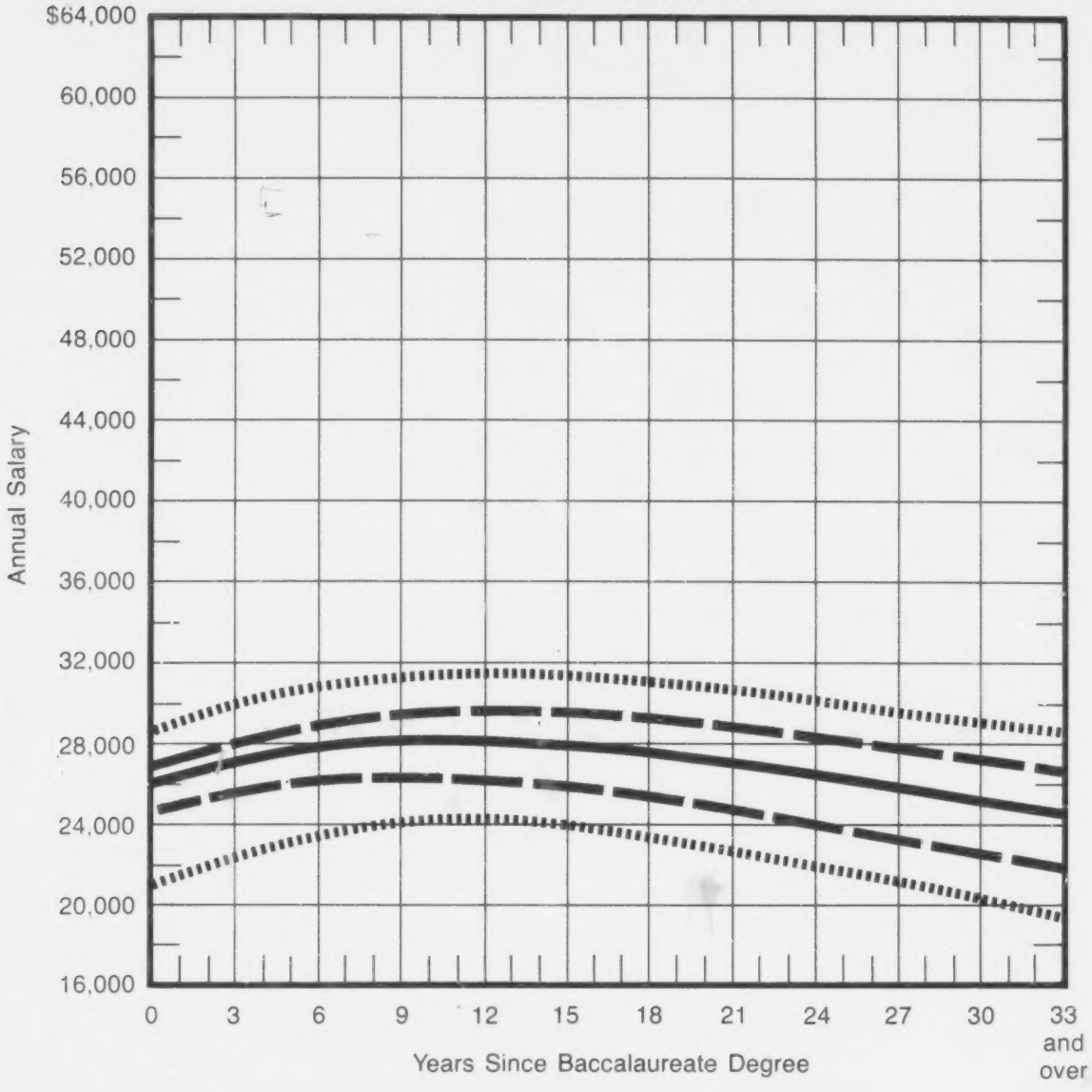
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	29100	29550	29900	30100	30250	30350
UPPER QUARTILE	0	0	0	26450	26750	27000	27250	27450	27650
MEDIAN	0	0	0	23000	23600	24100	24550	24900	25150
LOWER QUARTILE	0	0	0	20750	21400	21950	22400	22800	23150
LOWER DECILE	0	0	0	19950	20250	20550	20800	21000	21150
MEAN	0	0	0	23750	24200	24550	24900	25150	25400
TOTAL NUMBER	3	3	3	6	10	9	10	28	31
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	30350	30200	30000	29800	29650	29550	29450	29450	29400
UPPER QUARTILE	27900	28100	28150	28050	27850	27600	27350	27000	26650
MEDIAN	25500	25650	25500	25250	24950	24700	24500	24350	24250
LOWER QUARTILE	23650	23900	23750	23400	22950	22500	22050	21650	21300
LOWER DECILE	21450	21650	21650	21500	21250	21900	20600	20150	19650
MEAN	25750	26000	26000	25800	25500	25200	24900	24600	24250
TOTAL NUMBER	79	70	66	24	27	17	18	13	23
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28900	29350	29700	30000	30300	30550	30750	30900	31000
UPPER QUARTILE	27500	27950	28350	28700	29000	29250	29400	29550	29650
MEDIAN	26700	27050	27300	27550	27700	27850	27950	28000	28050
LOWER QUARTILE	25200	25450	25700	25900	26050	26150	26250	26250	26250
LOWER DECILE	21150	21750	22300	22800	23200	23550	23800	24000	24100
MEAN	26100	26450	26800	27050	27300	27500	27600	27700	27800
TOTAL NUMBER	5	8	18	37	72	130	184	221	240
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	1	0	0

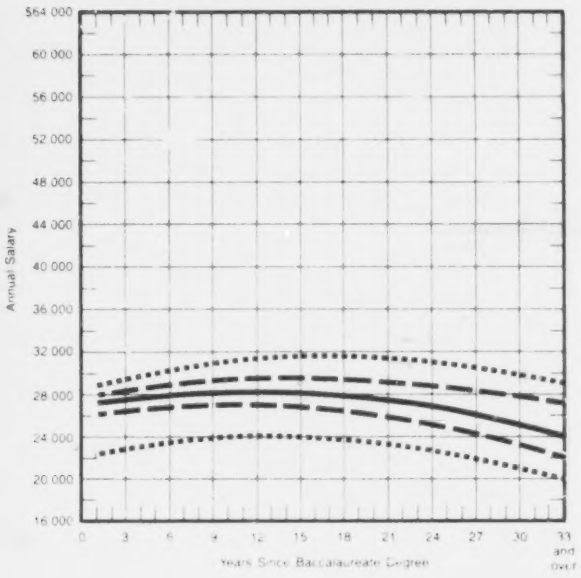
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	31150	31150	31000	30800	30500	30250	30050	29800	29600
UPPER QUARTILE	29700	29600	29300	28900	28550	28150	27850	27550	27300
MEDIAN	28000	27750	27350	26850	26400	25900	25500	25050	24650
LOWER QUARTILE	26150	25800	25300	24700	24150	23600	23100	22600	22050
LOWER DECILE	24200	23950	23400	22750	22050	21400	20850	20300	19800
MEAN	27800	27650	27300	26850	26400	25950	25550	25100	24700
TOTAL NUMBER	643	436	229	91	69	62	38	41	67
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	0	0	0	0	0	0	1

LEGEND

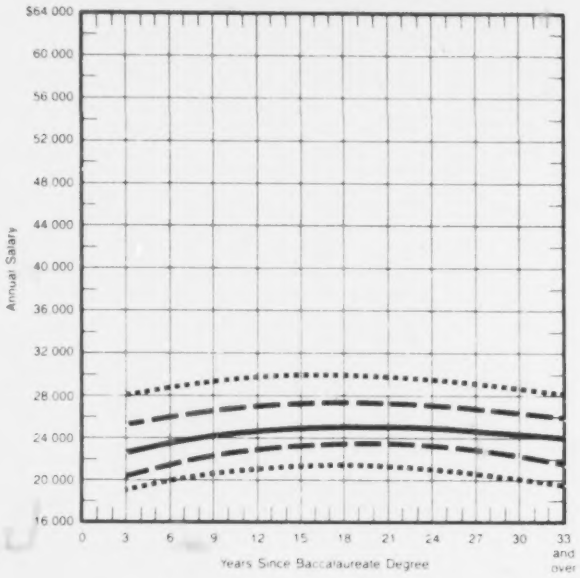
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS
9-10 MONTH CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29350	29700	30050	30300	30550	30750	30950	31100
UPPER QUARTILE	0	28100	28500	28800	29100	29350	29550	29700	29800
MEDIAN	0	27300	27550	27700	27900	28000	28100	28150	28200
LOWER QUARTILE	0	26300	26400	26500	26550	26600	26650	26650	26650
LOWER DECILE	0	22500	23000	23450	23800	24100	24350	24550	24650
MEAN	0	26950	27200	27450	27600	27750	27900	28000	28050
TOTAL NUMBER	2	5	15	32	63	122	176	199	218
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	31300	31400	31400	31250	31050	30800	30600	30300	30050
UPPER QUARTILE	29900	29850	29650	29300	28950	28600	28250	27900	27550
MEDIAN	28200	28050	27700	27250	26800	26300	25800	25200	24500
LOWER QUARTILE	26550	26300	25950	25500	25000	24450	23900	23250	22250
LOWER DECILE	24700	24500	24050	23450	22800	22200	21700	21150	20700
MEAN	28100	28000	27750	27350	26950	26500	26050	25550	25000
TOTAL NUMBER	570	372	170	67	44	45	21	28	44
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	0	0	0	0	0	0	1

NON-Ph.D SCHOOLS

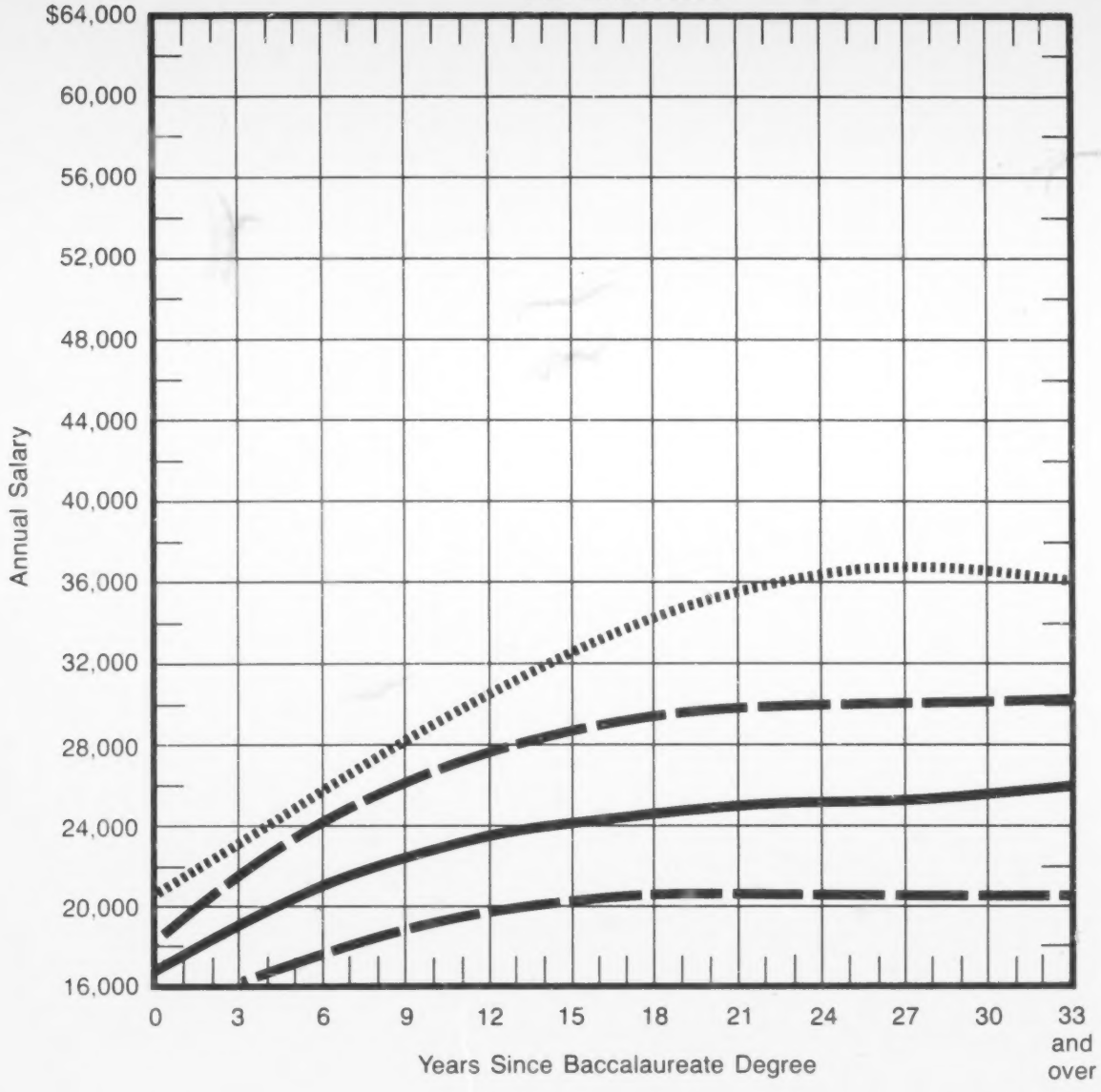
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	28200	28450	28650	28850	29000	29100
UPPER QUARTILE	0	0	0	25250	25650	26050	26400	26750	27000
MEDIAN	0	0	0	22200	23000	23650	24250	24700	25050
LOWER QUARTILE	0	0	0	20450	21150	21800	22400	22850	23250
LOWER DECILE	0	0	0	19300	19800	20300	20700	21050	21350
MEAN	0	0	0	23150	23650	24100	24500	24850	25100
TOTAL NUMBER	3	3	3	5	9	8	8	22	26
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29250	29300	29250	29150	28950	28800	28650	28500	28400
UPPER QUARTILE	27450	27800	27950	27900	27700	27450	27200	26900	26600
MEDIAN	25450	25600	25450	25150	24850	24600	24400	24300	24200
LOWER QUARTILE	23800	24050	23850	23400	22900	22400	22000	21600	21300
LOWER DECILE	21800	22050	22000	21700	21300	20900	20500	20050	19650
MEAN	25500	25750	25700	25450	25150	24850	24600	24300	24100
TOTAL NUMBER	73	64	59	24	25	17	17	13	23
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS, ALL ENGINEERING SCHOOLS
ALL CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21150	22050	22950	23850	24750	25600	26500	27350	28200
UPPER QUARTILE	18800	19700	20600	21500	22350	23200	24000	24750	25450
MEDIAN	17650	18250	18800	19350	19900	20400	20900	21350	21800
LOWER QUARTILE	14700	15450	16100	16750	17300	17800	18250	18650	19000
LOWER DECILE	5400	7450	9500	11250	12600	13550	14150	14600	14900
MEAN	17950	18550	19100	19700	20250	20800	21300	21850	22300
TOTAL NUMBER	14	22	34	33	32	27	31	39	26
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	6	4	4	3	6	1	7	3

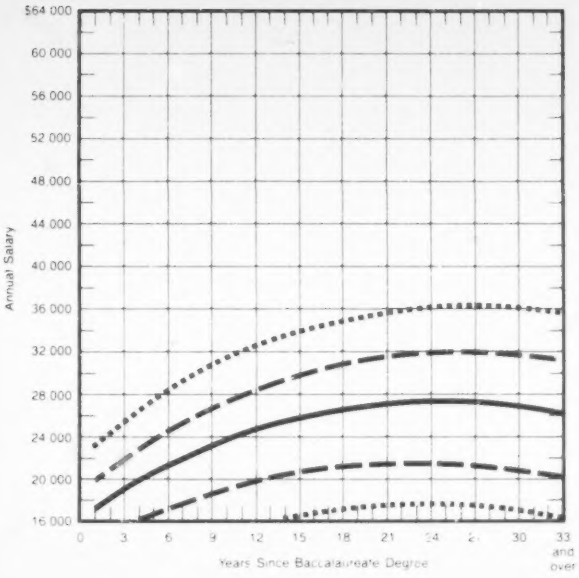
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29800	31950	33650	34950	35800	36300	36500	36500	36200
UPPER QUARTILE	26700	28150	29200	29900	30350	30600	30750	30850	30850
MEDIAN	22550	23550	24300	24850	25250	25550	25750	25900	26000
LOWER QUARTILE	19550	20100	20450	20650	20800	20850	20900	20900	20900
LOWER DECILE	15200	15350	15400	15400	15400	15400	15400	15400	15400
MEAN	23200	24350	25250	25900	26350	26650	26800	26900	26900
TOTAL NUMBER	71	67	49	33	27	9	9	21	34
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	3	3	2	4	3	0	0	2	0

LEGEND

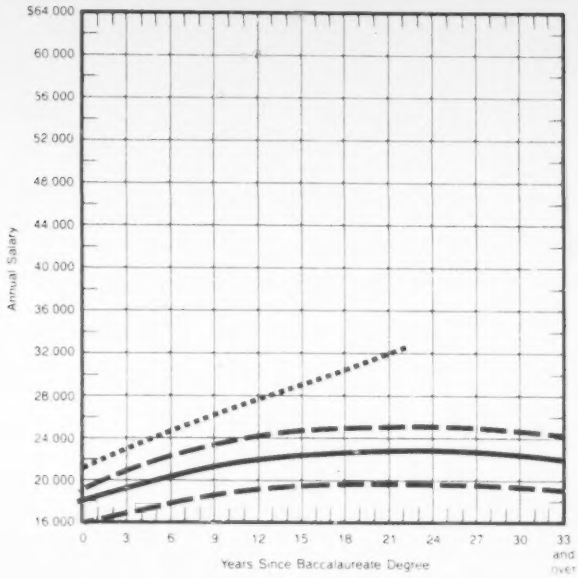
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS
ALL CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23150	23900	24700	25500	26300	27050	27850	28600
UPPER QUARTILE	0	19150	20100	21050	22000	22950	23900	24800	25700
MEDIAN	0	17650	18250	18850	19450	20050	20650	21250	21800
LOWER QUARTILE	0	14450	15050	15600	16200	16750	17300	17850	18350
LOWER DECILE	0	7050	7750	8500	9300	10100	10950	11750	12550
MEAN	0	18300	18900	19500	20150	20750	21300	21900	22450
TOTAL NUMBER	4	15	26	26	19	20	21	31	18
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	5	3	4	3	6	1	6	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	30100	32150	33900	35250	36200	36800	37000	36800	35950
UPPER QUARTILE	27400	29500	31050	32050	32500	32550	32350	31900	31200
MEDIAN	22900	24400	25650	26550	27150	27500	27600	27450	26850
LOWER QUARTILE	19300	20500	21350	21850	22000	21900	21600	21100	20250
LOWER DECILE	14000	15700	16700	17150	17250	17150	17000	16850	16750
MEAN	23550	24950	26050	26850	27350	27550	27550	27250	26550
TOTAL NUMBER	56	52	40	21	22	8	7	17	25
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	2	1	2	3	0	0	1	0

NON-Ph.D SCHOOLS

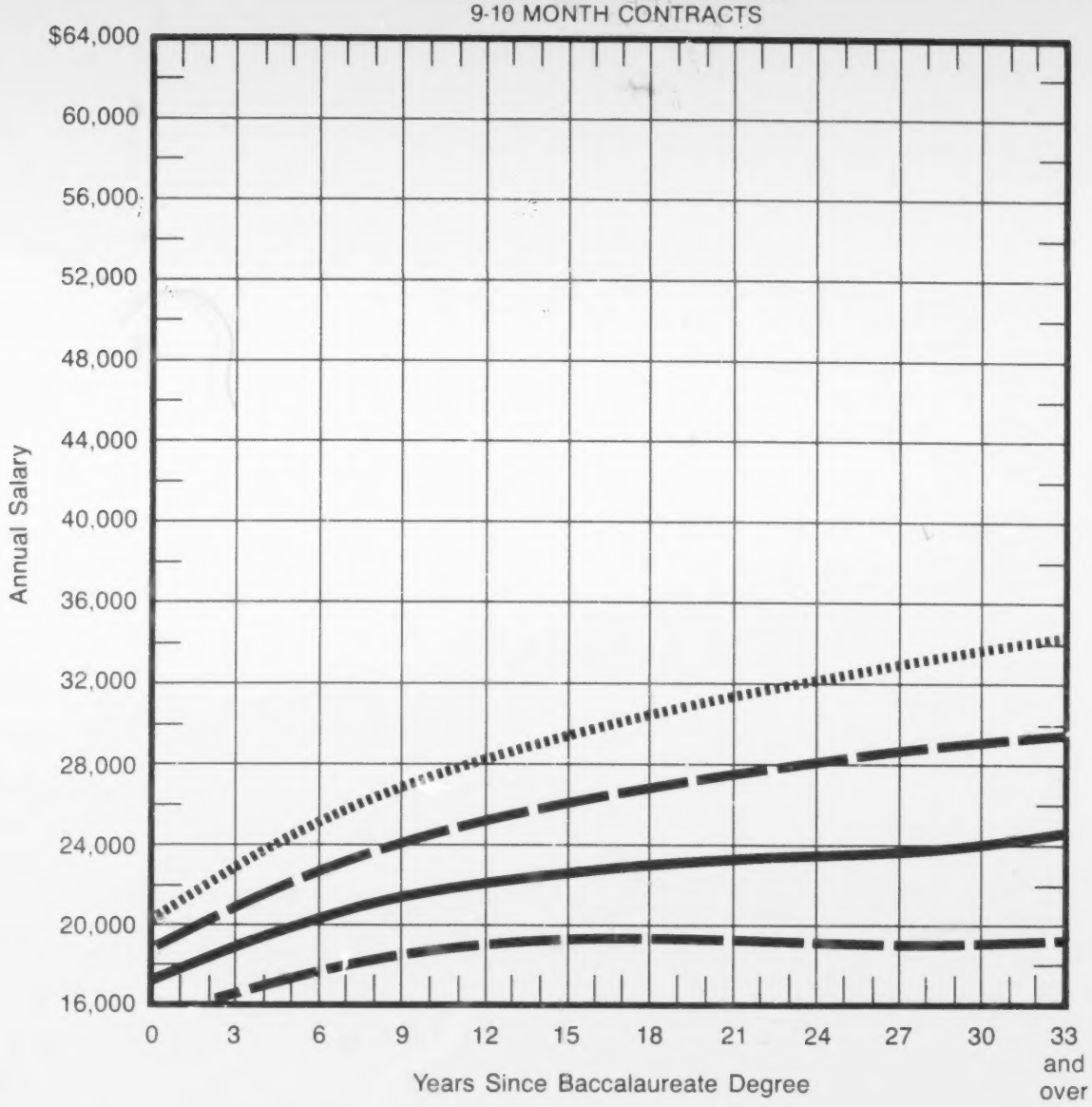
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	21900	22300	22650	23050	23450	23900	24350	24800
UPPER QUARTILE	18050	19900	21300	22400	23150	23650	24000	24250	24400
MEDIAN	16350	17950	19200	20100	20750	21200	21550	21750	21900
LOWER QUARTILE	10300	14400	17600	19400	20150	20300	20250	20150	20000
LOWER DECILE	4150	8350	14300	18800	19700	18600	17250	16200	15400
MEAN	18700	19000	19300	19550	19850	20150	20400	20700	21000
TOTAL NUMBER	10	7	8	7	13	7	10	8	8
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	1	1	0	0	0	0	1	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	25750	27300	29100	31100	33400	0	0	0	57000
UPPER QUARTILE	24550	24650	24650	24650	24650	0	0	0	24650
MEDIAN	22100	22200	22250	22250	22250	0	0	0	22250
LOWER QUARTILE	19850	19750	19700	19700	19700	0	0	0	19700
LOWER DECILE	14550	14050	13950	13950	13950	0	0	0	13950
MEAN	21550	22350	23200	23950	24700	0	0	0	27900
TOTAL NUMBER	15	15	9	12	5	1	2	4	9
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	1	1	1	2	0	0	0	1	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS
ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20350	21100	21800	22550	23250	23950	24650	25350	26000
UPPER QUARTILE	19000	19650	20300	20950	21550	22100	22700	23250	23750
MEDIAN	17750	18200	18600	19050	19450	19850	20250	20600	20950
LOWER QUARTILE	13050	14400	15550	16450	17200	17750	18150	18500	18700
LOWER DECILE	5100	6550	8050	9400	10650	11650	12400	13000	13450
MEAN	17750	18200	18650	19100	19500	19900	20300	20700	21050
TOTAL NUMBER	13	20	27	29	26	25	28	37	21
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	6	4	4	3	6	1	7	3

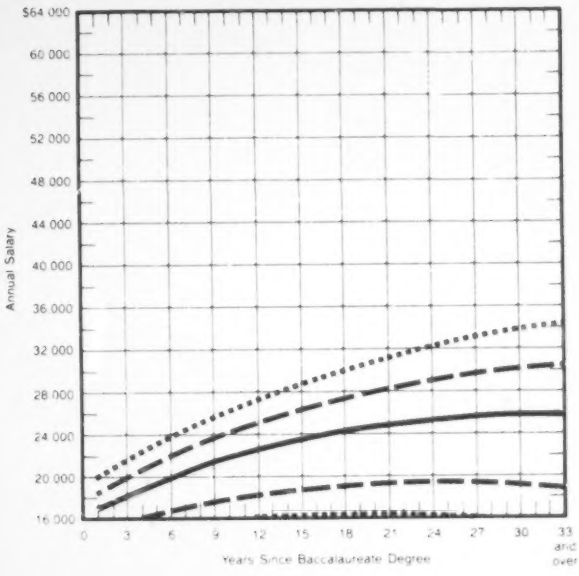
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	27250	28900	30350	31600	32550	33300	33850	34350	34750
UPPER QUARTILE	24700	25900	26900	27650	28250	28650	29000	29250	29400
MEDIAN	21550	22350	23000	23550	23950	24250	24450	24650	24750
LOWER QUARTILE	19050	19250	19350	19400	19400	19400	19400	19400	19400
LOWER DECILE	14000	14400	14500	14550	14550	14550	14550	14550	14550
MEAN	21750	22700	23500	24200	24750	25150	25500	25800	26050
TOTAL NUMBER	62	48	33	26	25	7	7	19	33
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	3	3	2	4	3	0	0	2	0

LEGEND

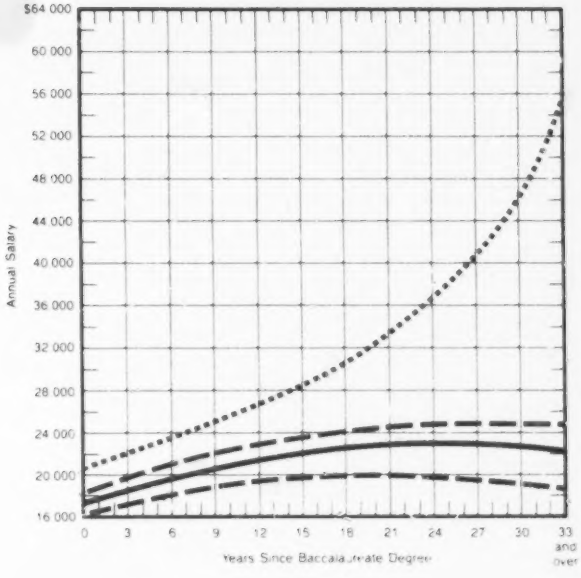
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS
9-10 MONTH CONTRACTS

Ph.D
ENGINEERING SCHOOLS



NON-Ph.D
ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	19800	20700	21650	22500	23400	24250	25050	25850
UPPER QUARTILE	0	18700	19500	20250	21000	21750	22400	23100	23700
MEDIAN	0	17600	18050	18500	18950	19400	19800	20200	20600
LOWER QUARTILE	0	12750	13750	14650	15450	16150	16750	17250	17650
LOWER DECILE	0	5550	6250	7000	7800	8650	9500	10350	11200
MEAN	0	17550	18100	18600	19100	19600	20100	20550	21000
TOTAL NUMBER	3	13	19	23	13	18	18	29	14
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	5	3	4	3	6	1	6	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	27350	29250	30850	32050	32950	33650	34100	34450	34650
UPPER QUARTILE	24850	26300	27450	28350	29000	29450	29750	29950	30100
MEDIAN	21350	22400	23250	24000	24600	25050	25450	25800	26100
LOWER QUARTILE	18300	18900	19200	19350	19450	19450	19450	19450	19500
LOWER DECILE	12700	14500	15500	15950	16050	16000	15900	15800	15750
MEAN	21800	22900	23750	24450	25000	25400	25700	25950	26150
TOTAL NUMBER	47	34	24	15	20	6	5	15	24
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	2	1	2	3	0	0	1	0

NON-Ph.D SCHOOLS

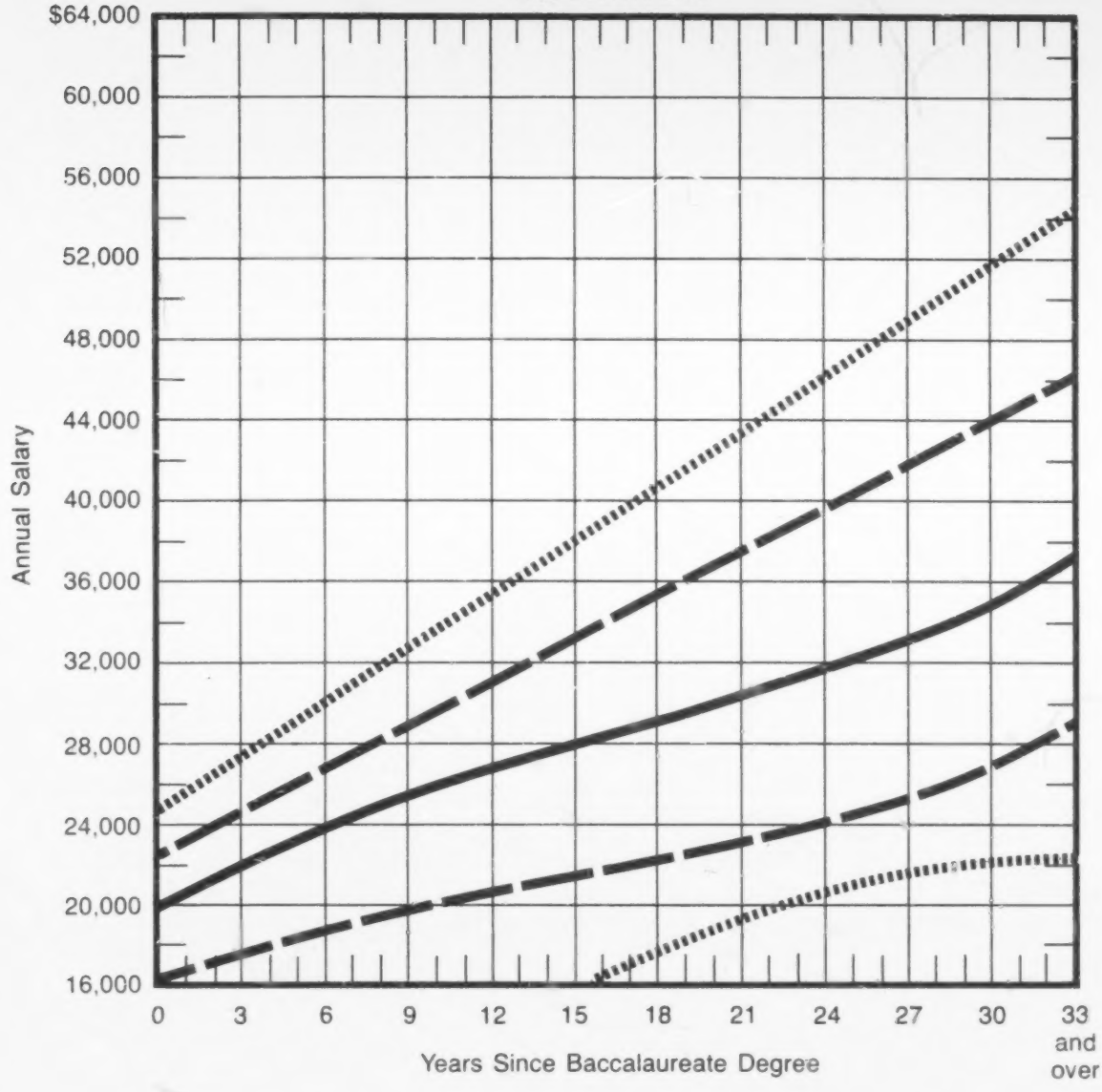
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21600	21950	22300	22650	23050	23450	23850	24300	24700
UPPER QUARTILE	18050	19900	21400	22450	23200	23700	24050	24250	24400
MEDIAN	16350	18000	19300	20200	20850	21300	21600	21800	21900
LOWER QUARTILE	10250	14500	17800	19600	20300	20400	20300	20150	20000
LOWER DECILE	4150	8450	14600	19100	19750	18850	17000	15850	15050
MEAN	19000	19200	19450	19650	19900	20100	20350	20550	20800
TOTAL NUMBER	10	7	8	6	13	7	10	8	7
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	1	1	0	0	0	0	1	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	25650	27200	28950	30900	33200	0	0	0	57300
UPPER QUARTILE	24550	24600	24600	24600	24600	0	0	0	24600
MEDIAN	22050	22150	22150	22200	22200	0	0	0	22200
LOWER QUARTILE	19800	19650	19650	19650	19650	0	0	0	19650
LOWER DECILE	14150	13700	13600	13550	13550	0	0	0	13550
MEAN	21250	22000	22750	23500	24250	0	0	0	28700
TOTAL NUMBER	15	14	9	11	5	1	2	4	9
OVER $63000	0	0	0	0	0	0	0	0	1
UNDER $16000	1	1	1	2	0	0	0	1	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

RESEARCHERS, ALL ENGINEERING SCHOOLS
ALL CONTRACTS



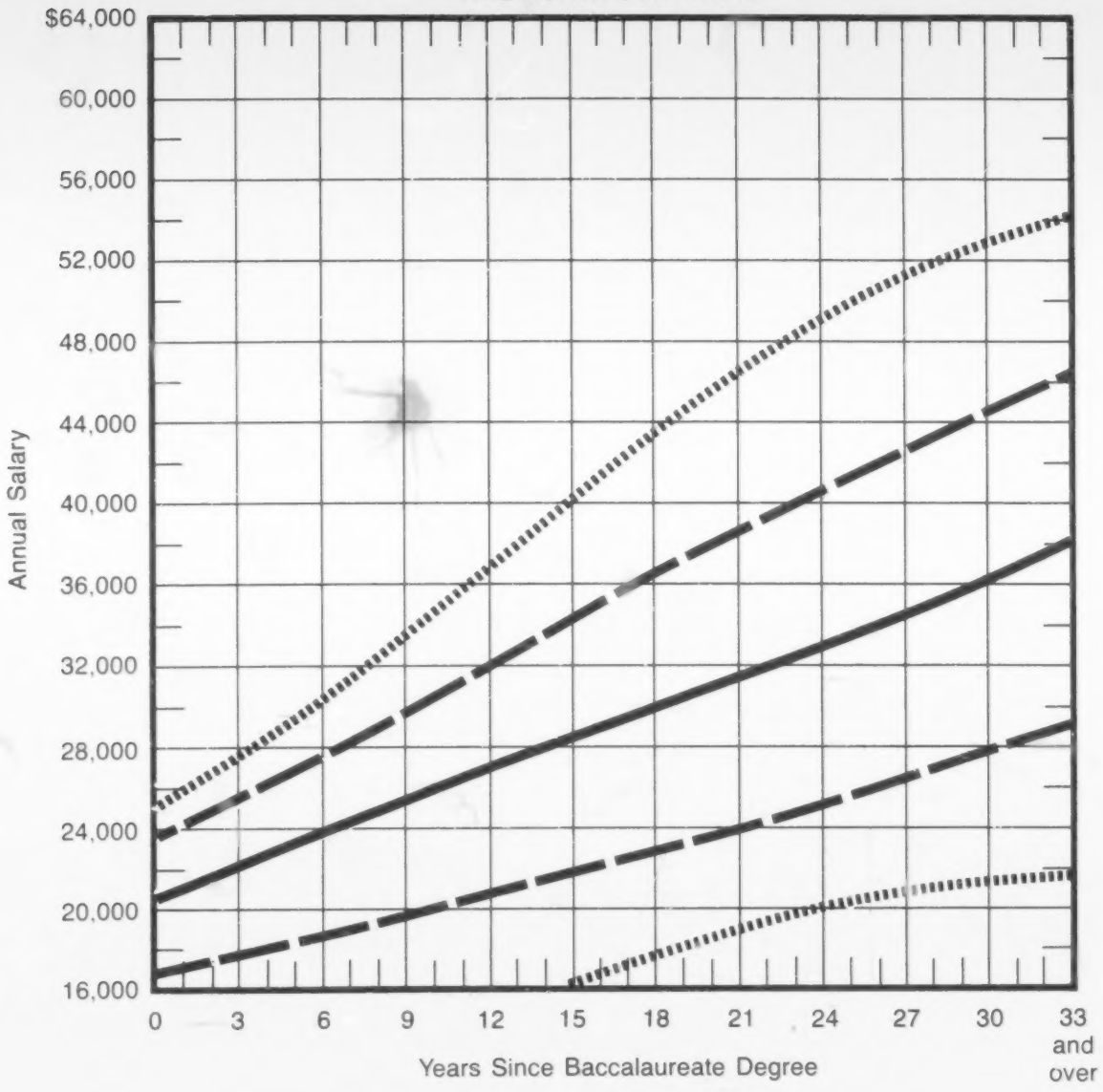
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25100	25950	26800	27650	28550	29450	30350	31250	32200
UPPER QUARTILE	23500	24100	24700	25300	25950	26600	27250	27900	28600
MEDIAN	20850	21250	21650	22100	22500	22950	23400	23850	24300
LOWER QUARTILE	16550	16900	17200	17550	17900	18250	18650	19000	19350
LOWER DECILE	10050	10400	10750	11100	11450	11850	12250	12650	13050
MEAN	20700	21150	21600	22100	22550	23000	23500	24000	24500
TOTAL NUMBER	41	38	39	46	53	56	53	60	73
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	5	3	5	4	9	17	6	11	6

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34100	37000	39900	42700	45350	47750	49850	52150	54700
UPPER QUARTILE	29950	32150	34350	36550	38700	40750	42550	44500	46100
MEDIAN	25250	26650	28150	29600	31100	32550	33950	35650	37900
LOWER QUARTILE	20100	21250	22400	23500	24600	25650	26600	27650	28750
LOWER DECILE	13950	15300	16750	18200	19600	20850	21850	22650	22200
MEAN	25500	27050	28650	30250	31800	33300	34650	36250	38050
TOTAL NUMBER	181	147	115	90	80	63	56	77	104
OVER $63000	0	0	0	0	0	0	1	0	2
UNDER $16000	11	8	10	5	7	6	1	2	2

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

RESEARCHERS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



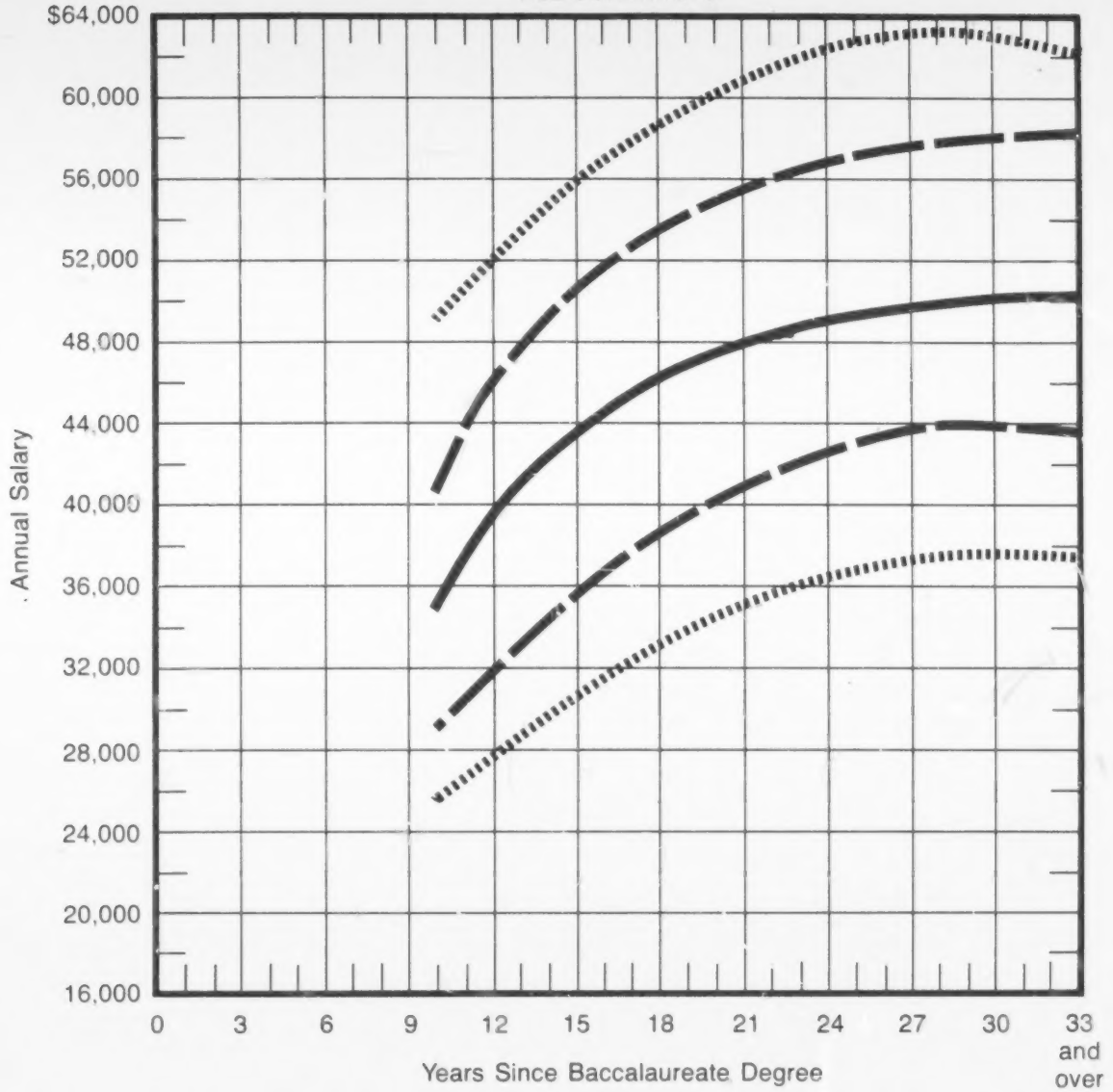
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25050	25900	26800	27700	28600	29500	30450	31400	32350
UPPER QUARTILE	23500	24100	24750	25350	26000	26700	27350	28050	28750
MEDIAN	20850	21300	21700	22150	22600	23050	23500	24000	24450
LOWER QUARTILE	16550	16900	17200	17550	17900	18250	18600	18950	19300
LOWER DECILE	10350	10650	11000	11300	11650	12000	12400	12750	13150
MEAN	20750	21250	21700	22150	22650	23150	23650	24150	24650
TOTAL NUMBER	40	37	39	43	53	53	50	58	67
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	3	5	4	9	17	4	11	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34300	37300	40250	43050	45700	48100	50100	52300	54550
UPPER QUARTILE	30200	32450	34700	36950	39100	41050	42800	44500	45400
MEDIAN	25450	26900	28450	29950	31500	32950	34300	35950	38000
LOWER QUARTILE	20050	21200	22300	23450	24600	25650	26650	27850	29250
LOWER DECILE	13950	15200	16450	17750	19000	20150	21100	21950	21950
MEAN	25700	27300	28900	30500	32100	33550	34900	36400	37900
TOTAL NUMBER	171	136	107	84	74	59	50	74	98
OVER $63000	0	0	0	0	0	0	1	0	2
UNDER $16000	9	6	6	4	7	6	1	2	2

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY, ALL ENGINEERING SCHOOLS
ALL CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	2	0	0	0	0	2	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

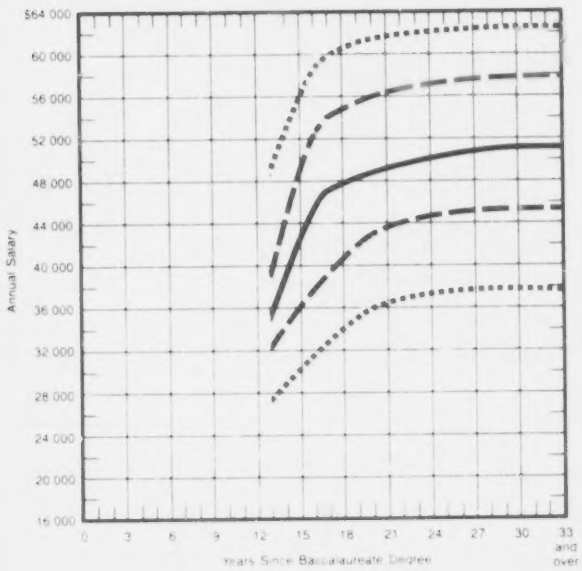
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49150	54100	57950	60650	62300	63100	63300	63200	62850
UPPER QUARTILE	40050	46850	51650	54650	56350	57200	57650	57900	58000
MEDIAN	35450	40750	44850	47650	49250	50050	50350	50400	50350
LOWER QUARTILE	29350	33700	37500	40500	42500	43650	44100	44050	43550
LOWER DECILE	26650	29400	31950	34200	35950	37200	37900	38100	37300
MEAN	36050	40900	44800	47550	49250	50100	50500	50550	50500
TOTAL NUMBER	7	25	79	150	168	195	153	170	239
OVER $53000	0	0	3	13	12	19	18	24	28
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

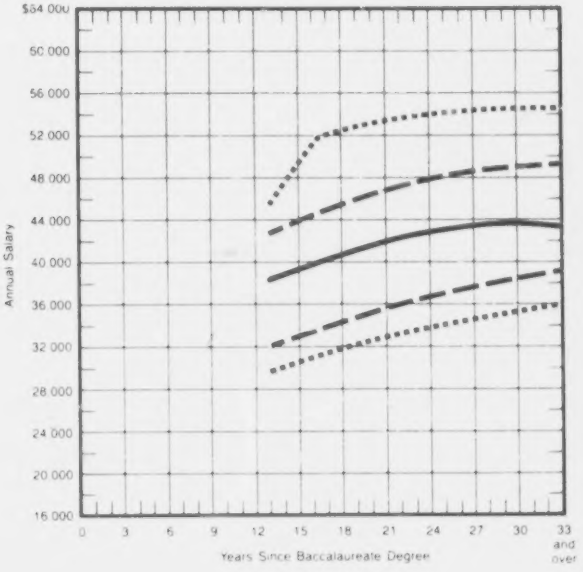
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY
ALL CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	0	0	0	0	1	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	49250	60700	62800	63000	63000	63000	63000	63000
UPPER QUARTILE	0	39950	54200	57450	58100	58250	58300	58300	58300
MEDIAN	0	35650	47950	50650	51200	51350	51350	51350	51350
LOWER QUARTILE	0	32550	39800	43700	45150	45450	45450	45350	45300
LOWER DECILE	0	27800	33000	36450	38250	38800	38800	38600	38350
MEAN	0	36600	47050	50250	51100	51350	51400	51400	51400
TOTAL NUMBER	3	15	59	125	129	159	131	137	206
OVER $63000	0	0	3	13	11	18	18	23	28
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-Ph.D SCHOOLS

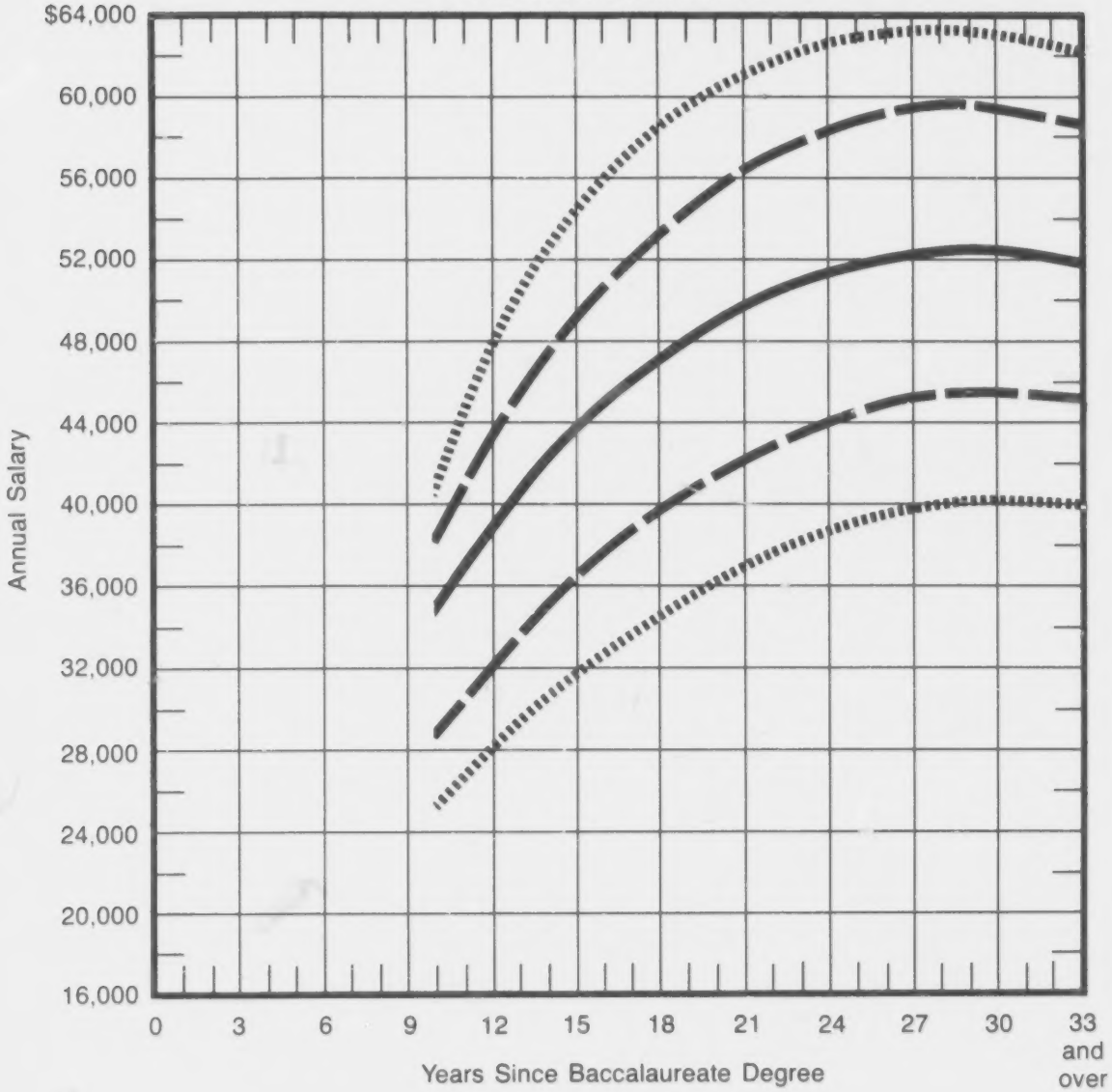
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	0	0	0	0	1	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	45100	52550	54350	54750	54850	54900	54900	54900
UPPER QUARTILE	0	42650	44700	46550	48150	49400	50300	50850	49800
MEDIAN	0	37450	39150	40700	42000	43050	43750	44200	43300
LOWER QUARTILE	0	32200	33600	34900	36100	37150	38000	38850	39250
LOWER DECILE	0	32700	31000	31200	32200	33500	34650	35800	36500
MEAN	0	38450	40000	41400	42650	43600	44350	44850	44350
TOTAL NUMBER	4	10	20	25	39	36	22	33	33
OVER $63000	0	0	0	0	1	1	0	1	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	2	0	0	0	0	2	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

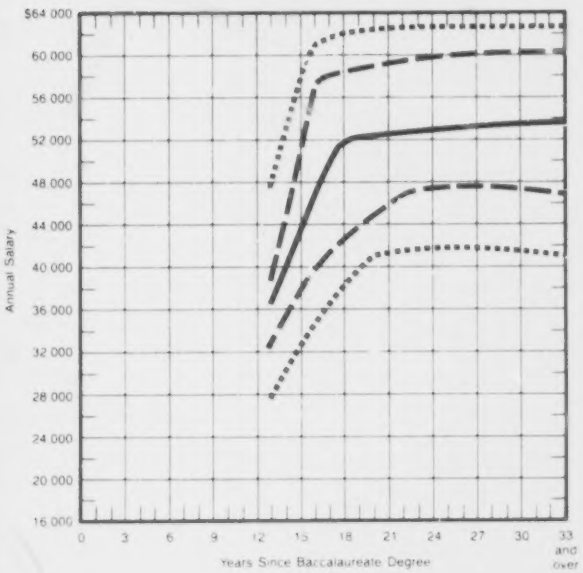
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40350	50850	58350	62250	63550	63650	63350	62900	62650
UPPER QUARTILE	38450	46450	52400	56100	58100	59000	59400	59550	59600
MEDIAN	35200	41100	46000	49500	51550	52450	52650	52450	52050
LOWER QUARTILE	29000	34450	39150	42650	44800	45900	46250	46150	45800
LOWER DECILE	25750	29250	32700	35900	38500	40300	41250	41200	39100
MEAN	33700	40300	45700	49400	51450	52350	52550	52400	52150
TOTAL NUMBER	6	20	57	114	121	145	110	128	165
OVER $63000	0	0	3	12	12	19	18	23	24
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

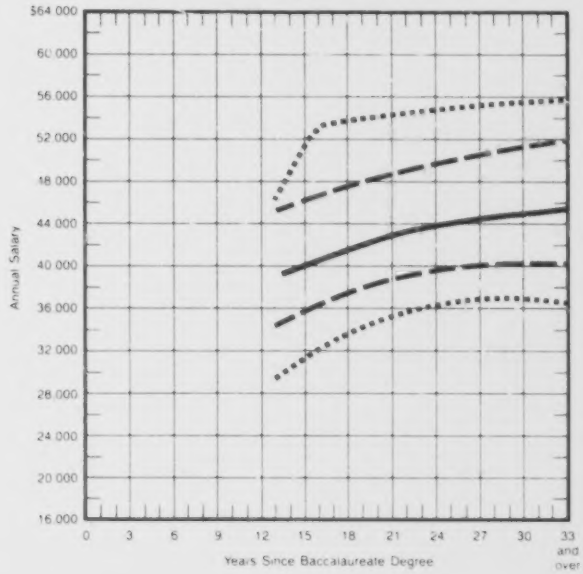
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY
11-12 MONTH CONTRACTS

Ph.D
ENGINEERING SCHOOLS



NON-Ph.D
ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	0	0	0	0	1	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	47400	61600	63050	63050	63050	63050	63050	63050
UPPER QUARTILE	0	39200	55050	59000	59850	60050	60100	60100	60100
MEDIAN	0	36250	48250	52150	53250	53550	53600	53600	53600
LOWER QUARTILE	0	32100	40550	45500	47400	47750	47600	47350	47200
LOWER DECILE	0	27000	33800	39000	41850	42750	42550	41800	41000
MEAN	0	35850	47900	51900	53000	53300	53350	53400	53400
TOTAL NUMBER	2	12	44	95	90	116	95	100	142
OVER $63000	0	0	3	12	11	18	18	22	24
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	0	0	0	0	1	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

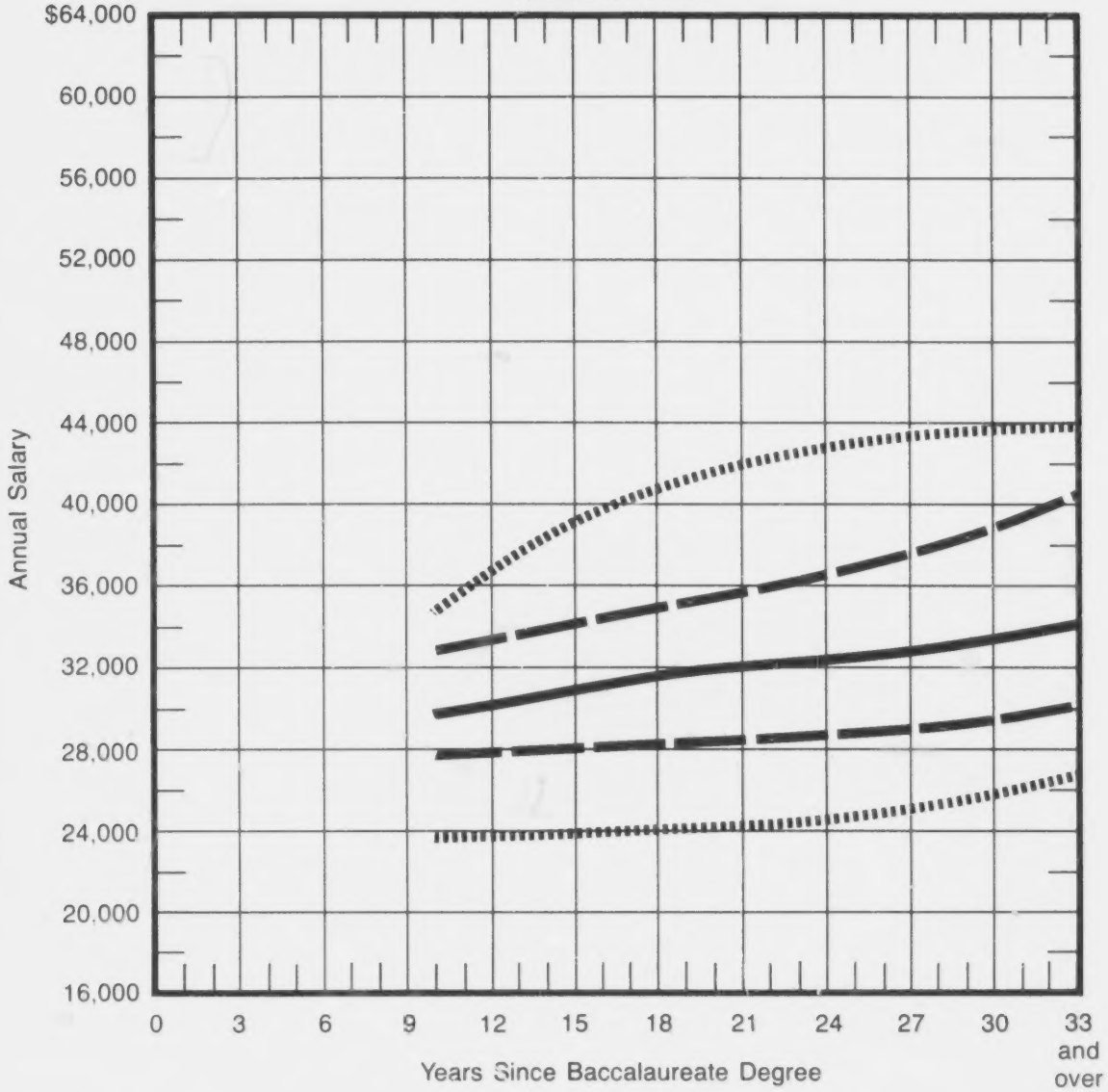
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	45650	54400	55650	55850	55900	55900	55900	55900
UPPER QUARTILE	0	45250	47200	48850	50150	51100	51750	52150	52000
MEDIAN	0	39550	41300	42800	44100	45100	45800	46100	45050
LOWER QUARTILE	0	33900	35950	37850	39500	40800	41600	41950	40350
LOWER DECILE	0	29900	32050	34050	35800	37200	38150	38550	36800
MEAN	0	39550	41600	43450	45000	46250	47050	47450	46050
TOTAL NUMBER	4	8	13	19	31	29	15	28	23
OVER $63000	0	0	0	0	1	1	0	1	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ENGINEERS EMPLOYED BY TECHNOLOGY SCHOOLS

PROFESSORS, TECHNOLOGY SCHOOLS
ALL CONTRACTS



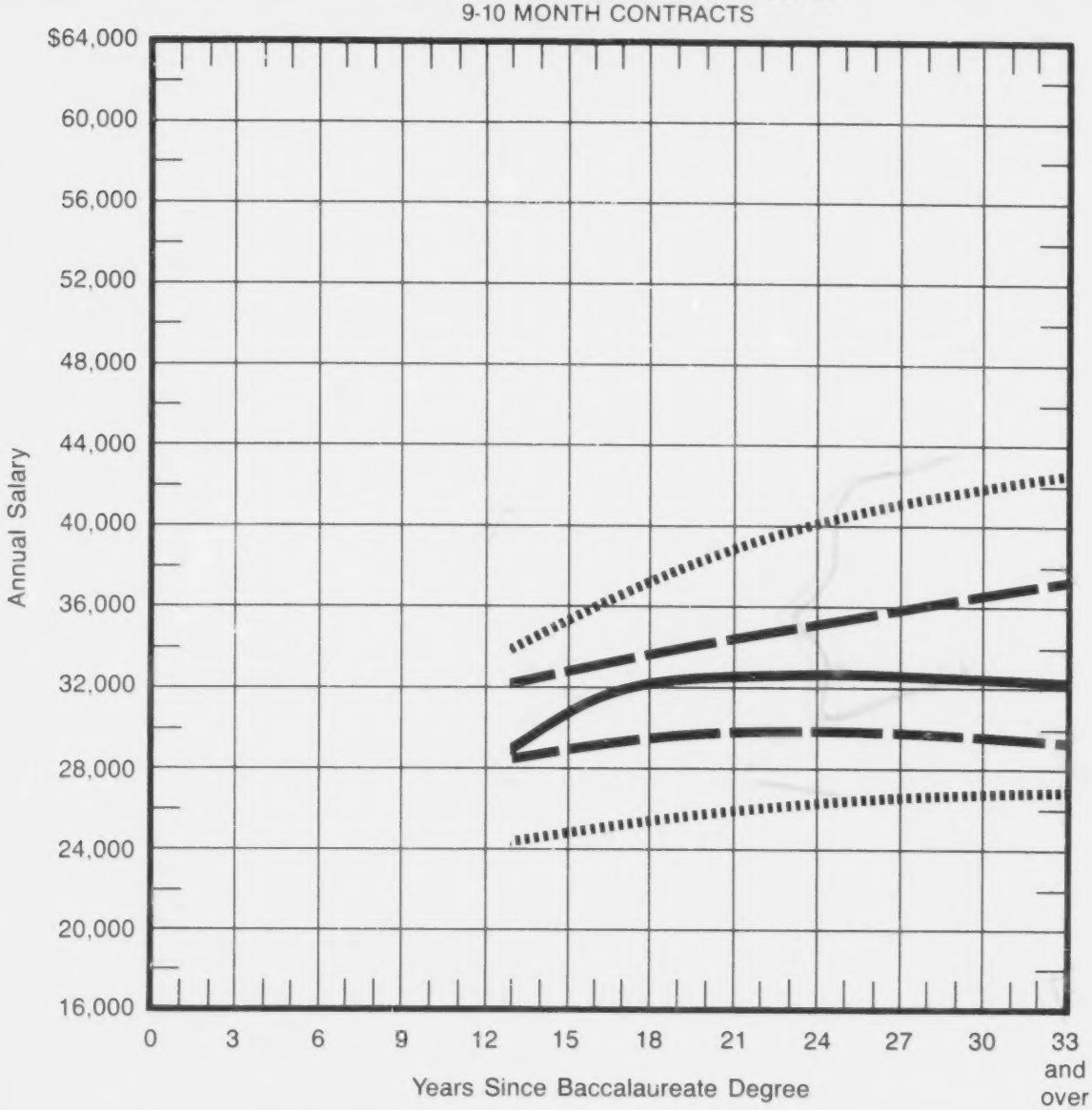
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	1	1	0	1	4
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34000	37900	40500	42050	42900	43400	43600	43750	43800
UPPER QUARTILE	33700	34250	34900	35550	36300	37050	37900	39100	41600
MEDIAN	30600	31000	31450	31850	32250	32650	33050	33500	34250
LOWER QUARTILE	27950	28250	28550	28800	29050	29350	29600	29950	30500
LOWER DECILE	23850	24400	24950	25400	25800	26100	26300	26450	26300
MEAN	30600	31350	32050	32650	33200	33700	34100	34550	35100
TOTAL NUMBER	7	15	19	46	42	42	20	49	59
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



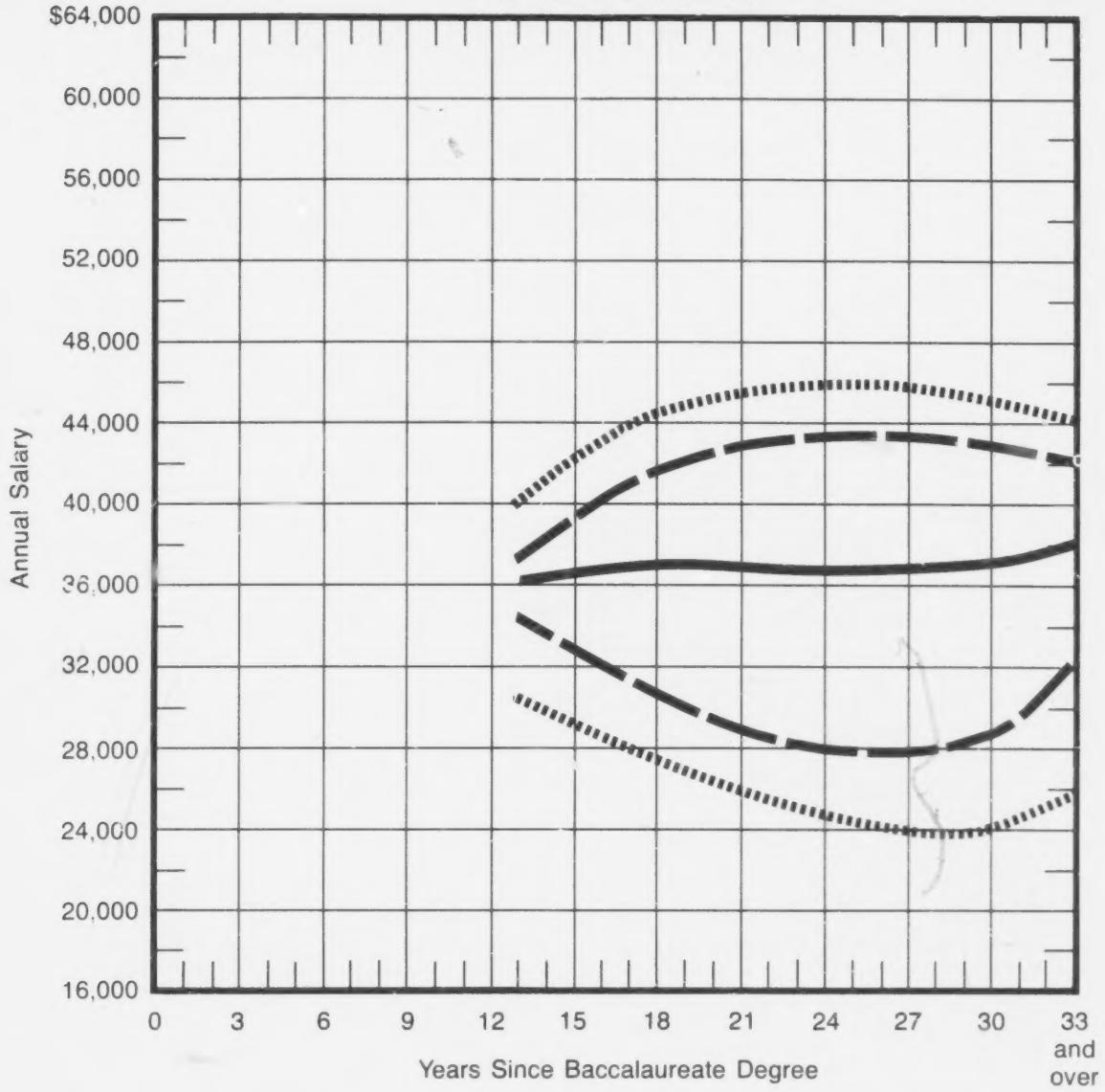
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	1	0	0	1	3
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	34000	36100	37950	39600	40950	42000	42900	43300
UPPER QUARTILE	0	32150	33100	34050	34900	35700	36350	37050	37750
MEDIAN	0	28000	32200	32350	32350	32300	32300	32300	32300
LOWER QUARTILE	0	28250	28450	28600	28800	28950	29100	29300	29650
LOWER DECILE	0	24150	24750	25250	25750	26150	26550	26950	27300
MEAN	0	29200	30750	31900	32650	33150	33450	33700	33800
TOTAL NUMBER	4	8	15	34	34	35	13	39	41
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

PROFESSORS, TECHNOLOGY SCHOOLS
11-12 MONTH CONTRACTS



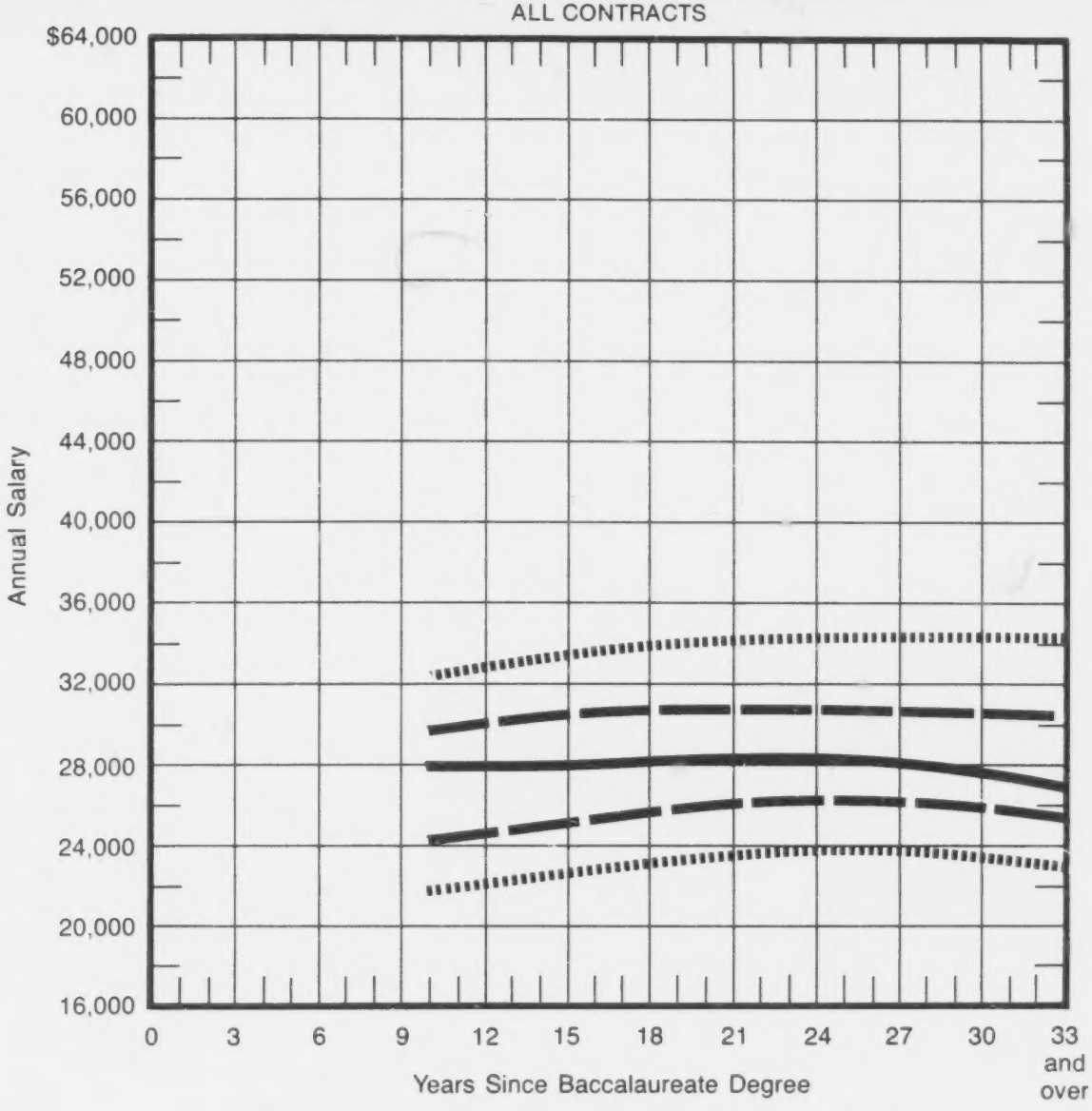
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	0	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	39900	0	46600	45800	45250	45000	44900	44900
UPPER QUARTILE	0	37850	0	44100	43950	43650	43500	43400	43350
MEDIAN	0	36950	0	36900	36950	37050	37200	37500	38200
LOWER QUARTILE	0	35200	0	30050	28750	28100	27950	28550	32350
LOWER DECILE	0	31900	0	25200	24200	23900	24050	24700	26200
MEAN	0	37250	0	35800	35500	35400	35600	36200	38450
TOTAL NUMBER	3	7	4	12	8	7	7	10	18
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, TECHNOLOGY SCHOOLS
ALL CONTRACTS



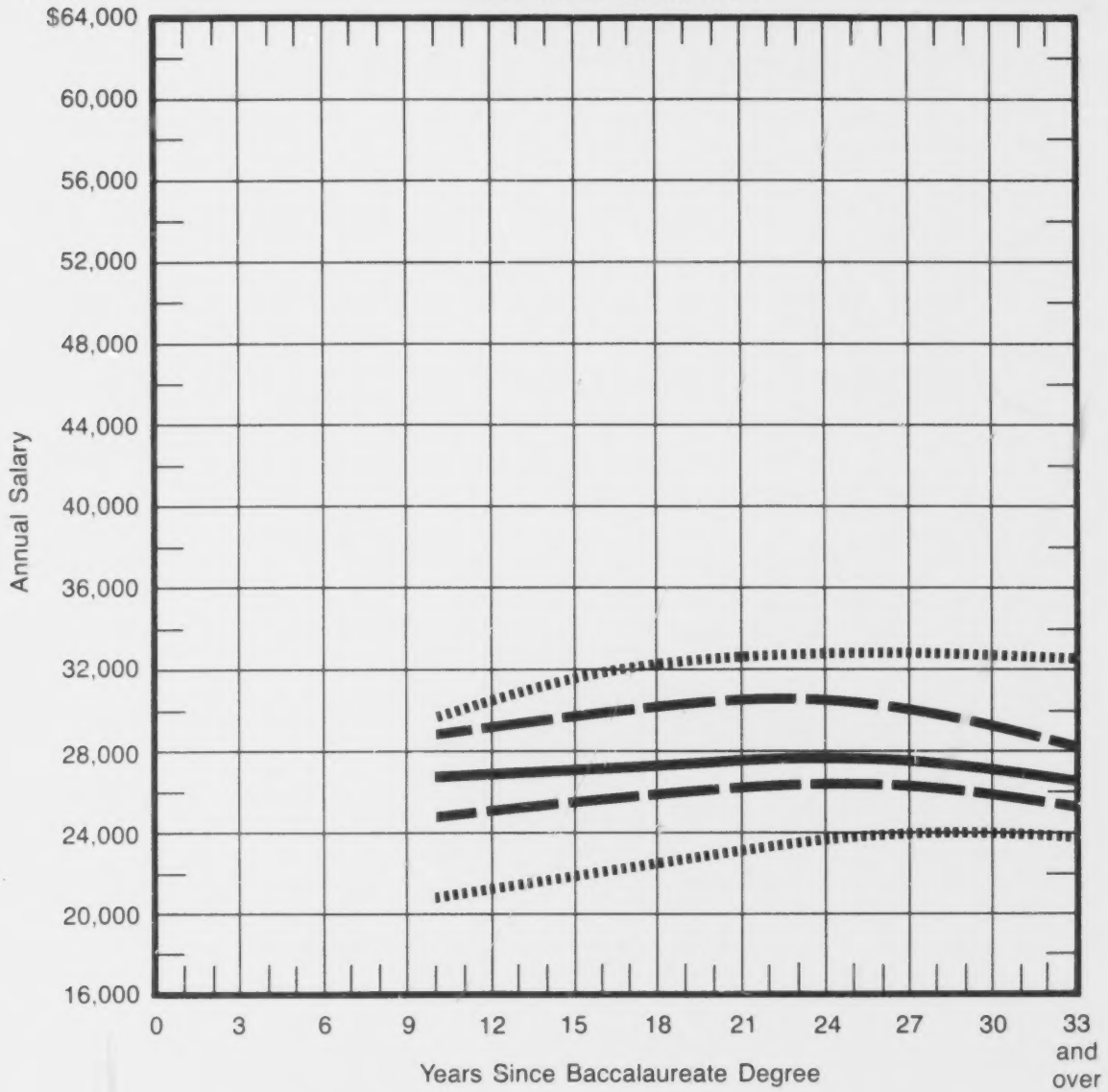
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	1	2	0	4	2
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	32350	33300	33950	34350	34600	34750	34850	34900	34900
UPPER QUARTILE	30400	30650	30750	30650	30550	30400	30250	30100	30000
MEDIAN	28250	28200	28100	28050	28000	27950	27900	27800	27650
LOWER QUARTILE	24850	25250	25600	25850	26050	26200	26250	26200	25850
LOWER DECILE	22150	22600	23050	23350	23600	23750	23750	23700	23100
MEAN	28000	28200	28300	28400	28500	28500	28500	28450	28200
TOTAL NUMBER	27	32	44	66	48	66	43	55	59
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



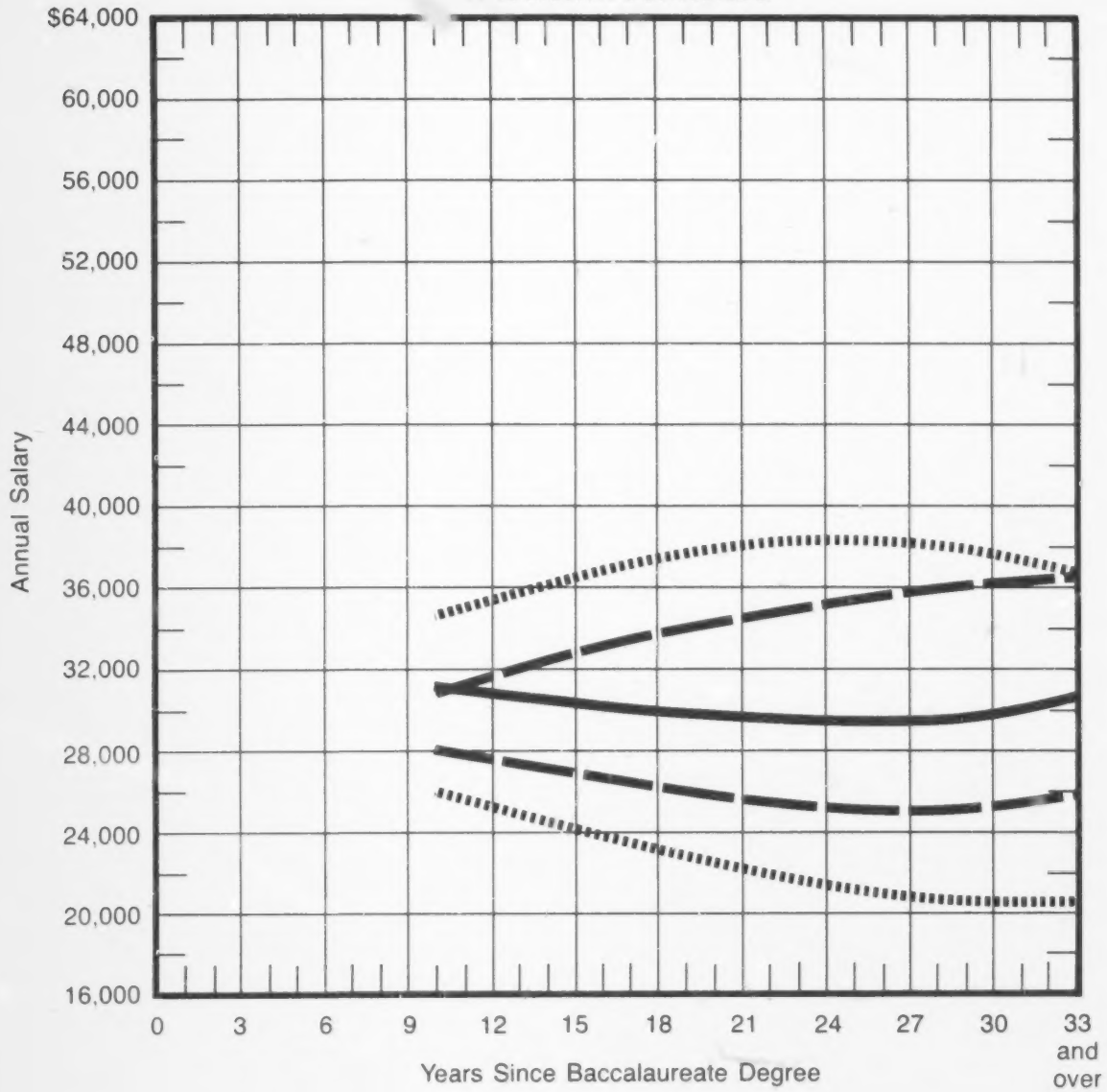
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	1	0	3	2
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29750	31950	32700	32900	32900	32850	32850	32850	32850
UPPER QUARTILE	29200	29800	30200	30350	30350	30200	29900	29350	28350
MEDIAN	27800	27850	27900	27900	27900	27900	27850	27800	27600
LOWER QUARTILE	24250	24900	25400	25850	26150	26350	26450	26400	25750
LOWER DECILE	21750	22350	22900	23350	23700	23950	24100	24050	23450
MEAN	27100	27400	27750	28050	28200	28300	28350	28200	27650
TOTAL NUMBER	18	26	35	59	44	57	39	48	49
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSOCIATE PROFESSORS, TECHNOLOGY SCHOOLS
11-12 MONTH CONTRACTS



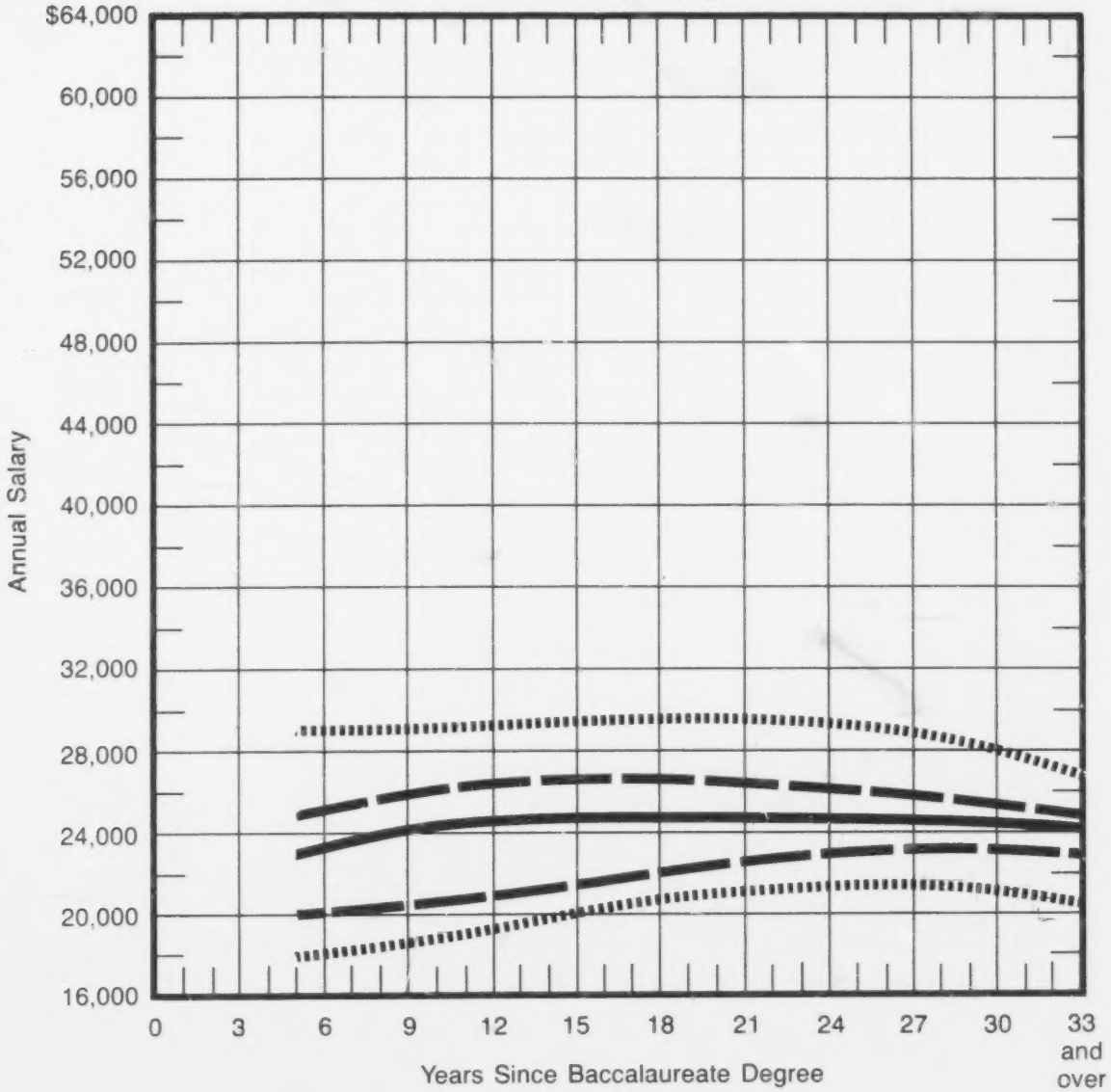
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	1	0	1	0
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	35350	36450	37200	37700	0	38000	0	37700	37300
UPPER QUARTILE	31700	32500	33300	34000	0	35200	0	36200	36550
MEDIAN	31700	31100	30650	30300	0	30000	0	30250	31150
LOWER QUARTILE	28450	27150	26200	25500	0	24800	0	25000	26350
LOWER DECILE	26050	24300	23200	22550	0	21900	0	21750	21700
MEAN	30750	30550	30400	30300	0	30150	0	30250	30550
TOTAL NUMBER	9	6	9	7	4	9	4	7	10
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS, TECHNOLOGY SCHOOLS
ALL CONTRACTS



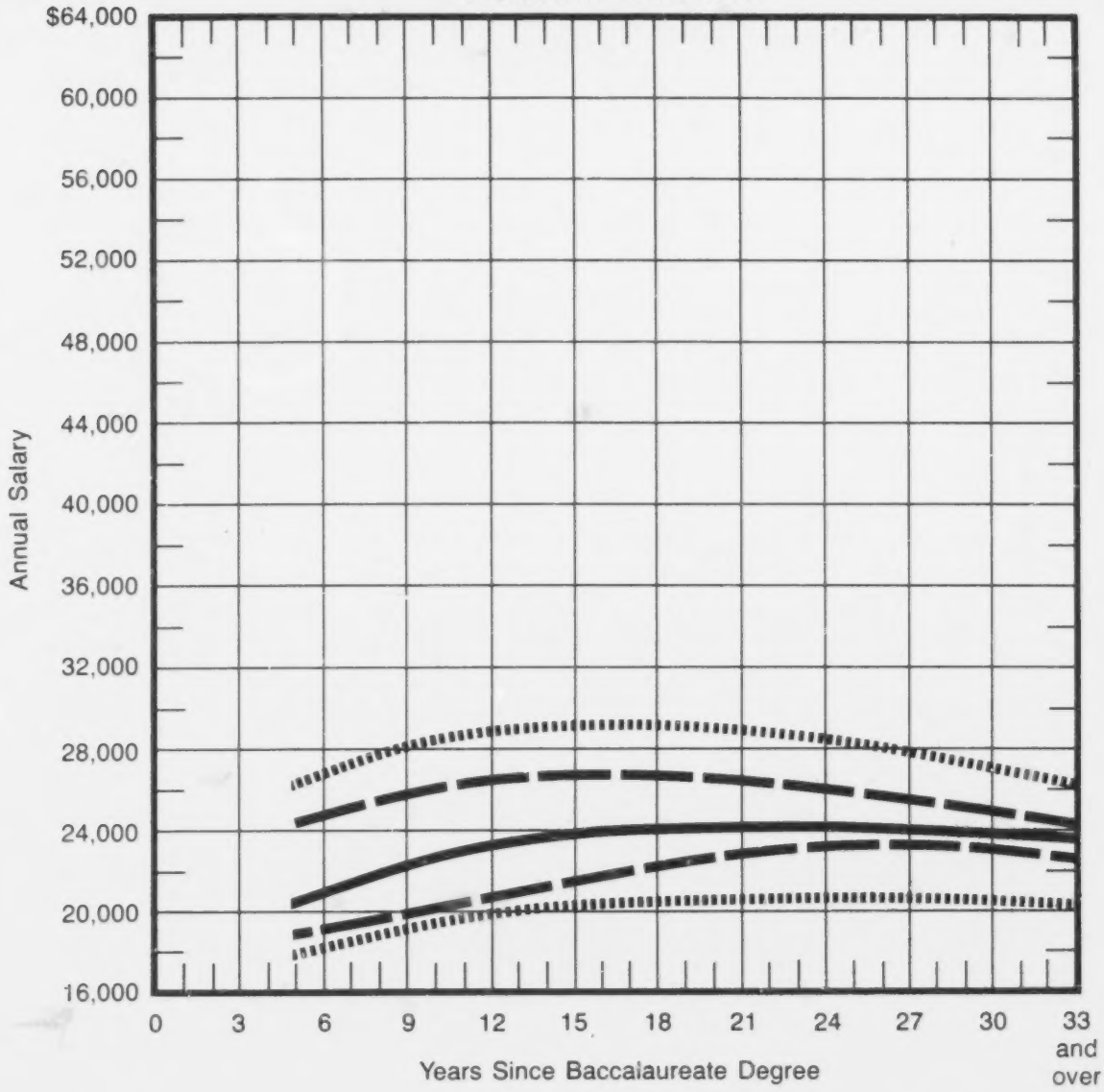
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	29850	29850	29900	29900
UPPER QUARTILE	0	0	0	0	0	25850	26200	26500	26700
MEDIAN	0	0	0	0	0	23250	23600	23900	24150
LOWER QUARTILE	0	0	0	0	0	20400	20600	20800	21050
LOWER DECILE	0	0	0	0	0	18250	18600	18900	19200
MEAN	0	0	0	0	0	23550	23800	24050	24250
TOTAL NUMBER	1	0	2	1	4	9	14	13	14
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29850	29800	29650	29450	29200	28900	28550	28000	26900
UPPER QUARTILE	27000	27050	26900	26600	26200	25850	25600	25300	25100
MEDIAN	24450	24650	24600	24500	24350	24250	24200	24100	24100
LOWER QUARTILE	21400	21900	22350	22700	23000	23200	23300	23350	23250
LOWER DECILE	19800	20450	20900	21150	21250	21200	21100	20900	20550
MEAN	24550	24800	24900	24850	24750	24650	24500	24400	24250
TOTAL NUMBER	46	41	38	42	42	25	32	28	37
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ASSISTANT PROFESSORS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



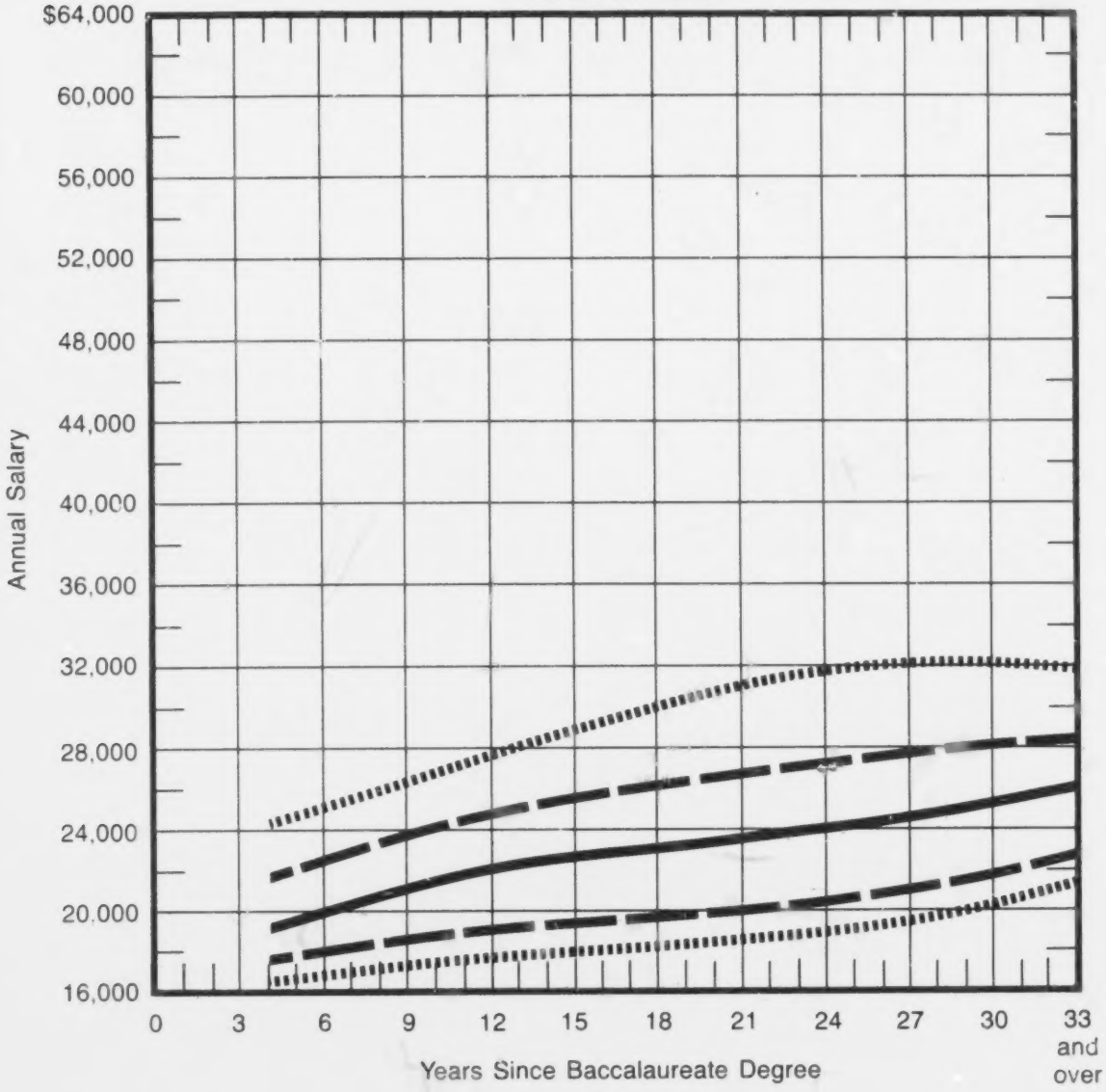
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	26350	27000	27500	27950
UPPER QUARTILE	0	0	0	0	0	24450	25000	25450	25850
MEDIAN	0	0	0	0	0	20700	21500	22200	22750
LOWER QUARTILE	0	0	0	0	0	19700	19950	20200	20400
LOWER DECILE	0	0	0	0	0	18150	18450	18800	19100
MEAN	0	0	0	0	0	21800	22300	22700	23100
TOTAL NUMBER	0	0	2	1	2	6	8	8	11
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	28650	29150	29150	28850	28400	27850	27400	26850	26400
UPPER QUARTILE	26350	26550	26350	26000	25650	25300	25050	24850	24750
MEDIAN	23650	24300	24500	24450	24300	24150	24050	23950	23900
LOWER QUARTILE	20850	21500	22050	22500	22900	23150	23300	23400	23150
LOWER DECILE	19600	20250	20700	20950	21050	21050	20950	20750	20450
MEAN	23700	24250	24500	24500	24400	24300	24150	23950	23850
TOTAL NUMBER	31	34	30	37	38	21	30	25	35
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS, TECHNOLOGY SCHOOLS
ALL CONTRACTS



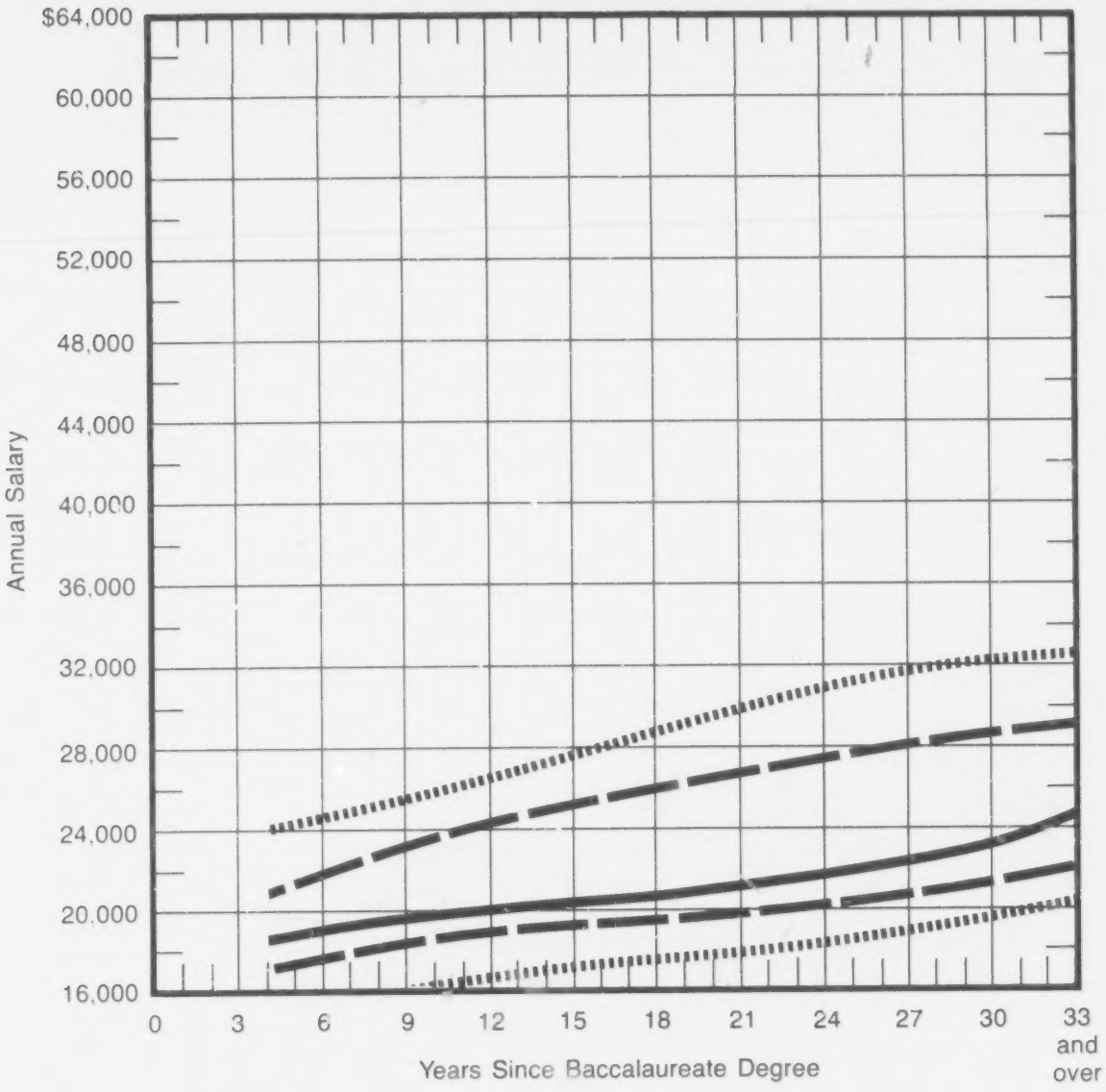
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22550	0	0	0	24350	24800	25250	25650	26100
UPPER QUARTILE	21200	0	0	0	22450	22750	23050	23350	23650
MEDIAN	18600	0	0	0	19600	19850	20100	20350	20600
LOWER QUARTILE	17050	0	0	0	17700	17850	18000	18200	18350
LOWER DECILE	17000	0	0	0	16800	16800	16850	16900	16950
MEAN	19150	0	0	0	20200	20450	20700	20950	21200
TOTAL NUMBER	6	3	3	4	6	11	5	12	10
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	26950	28200	29300	30300	31100	31700	32050	32100	31100
UPPER QUARTILE	24250	25100	25900	26600	27200	27700	28050	28350	28250
MEDIAN	21100	21850	22550	23250	23900	24450	24950	25500	26050
LOWER QUARTILE	18650	19150	19650	20100	20600	21050	21500	22100	23000
LOWER DECILE	17150	17500	18000	18500	19050	19550	20050	20550	21050
MEAN	21700	22400	23100	23750	24350	24850	25300	25750	26100
TOTAL NUMBER	37	23	22	23	21	8	14	24	32
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



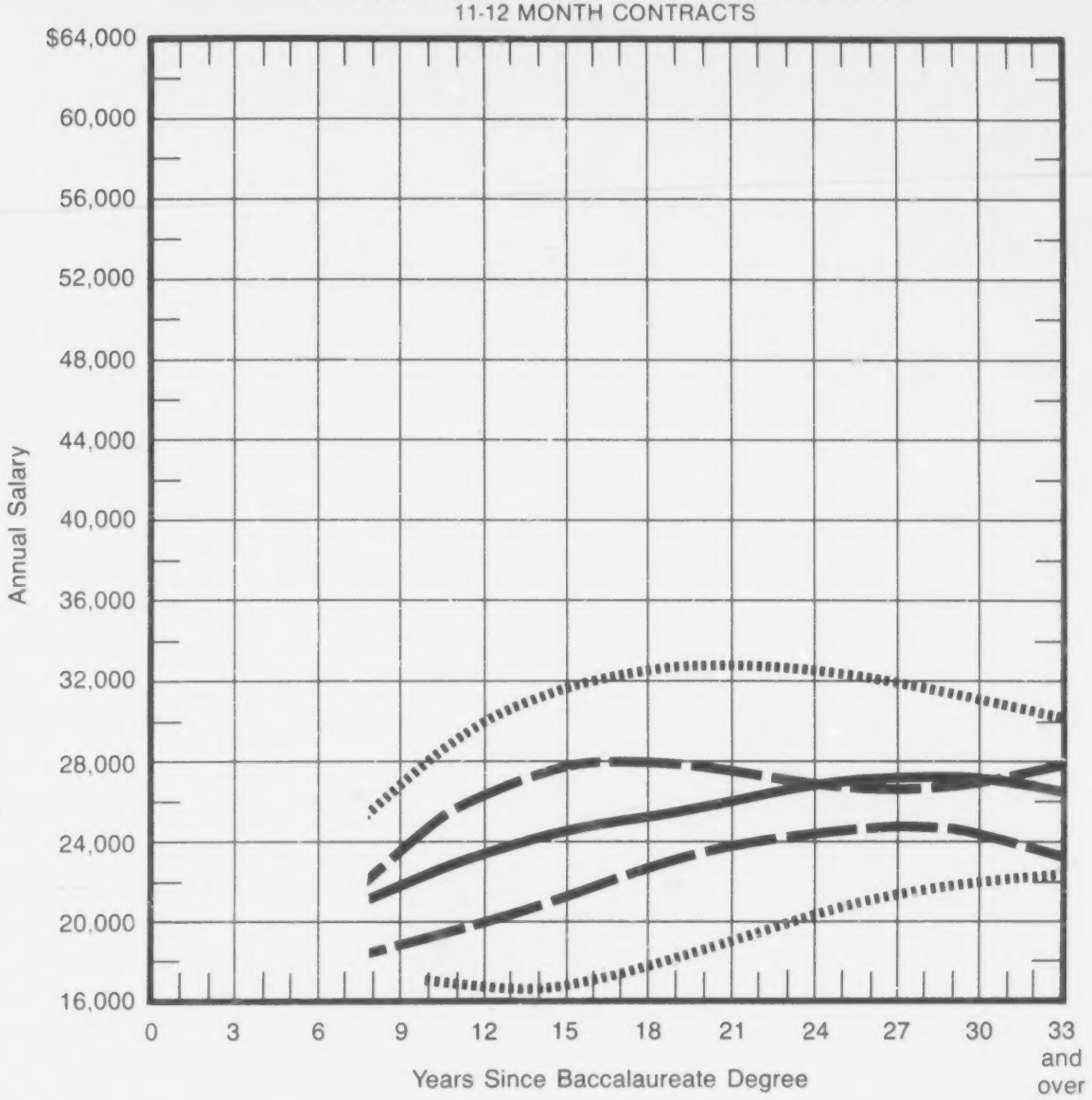
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22800	0	0	0	24350	24750	0	25550	25950
UPPER QUARTILE	19650	0	0	0	21000	21300	0	22000	22350
MEDIAN	18000	0	0	0	18850	19050	0	19450	19650
LOWER QUARTILE	17000	0	0	0	17550	17650	0	17950	18100
LOWER DECILE	14100	0	0	0	15000	15250	0	15700	15950
MEAN	18450	0	0	0	19450	19700	0	20200	20450
TOTAL NUMBER	5	2	3	2	5	9	3	9	5
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	26750	27850	28950	29950	30850	31600	32200	32750	32800
UPPER QUARTILE	23050	24050	25050	26000	26900	27700	28400	29100	29750
MEDIAN	20050	20650	21200	21750	22200	22650	23050	23500	24100
LOWER QUARTILE	18350	18800	19200	19650	20100	20550	21000	21650	22750
LOWER DECILE	16400	17050	17700	18300	18800	19250	19650	19950	20050
MEAN	20950	21700	22400	23050	23650	24200	24650	25150	25600
TOTAL NUMBER	22	14	15	18	12	5	10	18	15
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, LECTURERS, TECHNOLOGY SCHOOLS
11-12 MONTH CONTRACTS



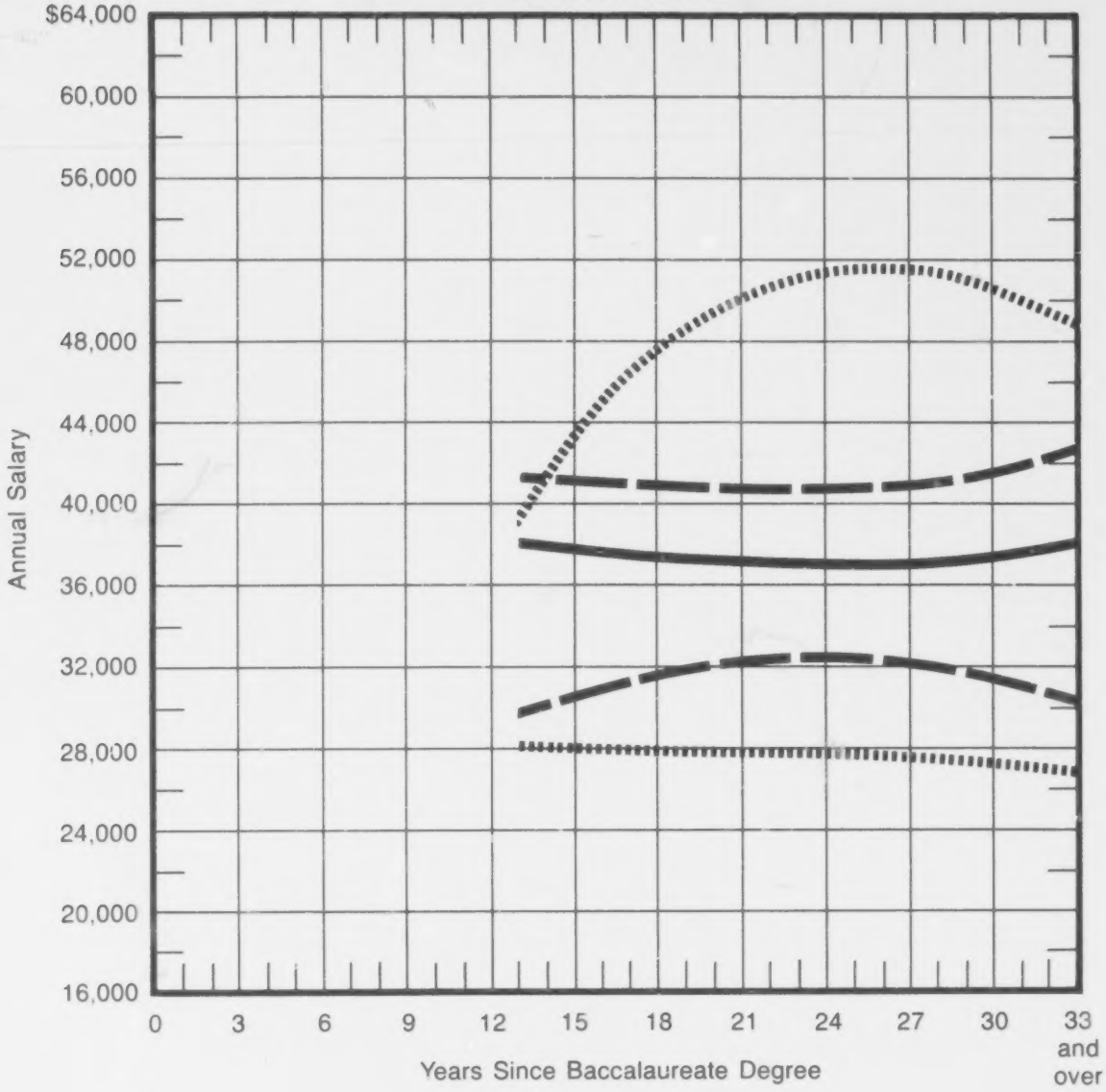
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	25400
UPPER QUARTILE	0	0	0	0	0	0	0	0	21900
MEDIAN	0	0	0	0	0	0	0	0	21800
LOWER QUARTILE	0	0	0	0	0	0	0	0	18850
LOWER DECILE	0	0	0	0	0	0	0	0	19550
MEAN	0	0	0	0	0	0	0	0	21650
TOTAL NUMBER	1	1	0	2	1	2	2	3	5
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	27850	30650	32200	32700	32550	0	0	30950	30450
UPPER QUARTILE	25300	27000	27400	27450	27500	0	0	27500	27500
MEDIAN	22550	23650	24650	25600	26350	0	0	27650	27350
LOWER QUARTILE	19700	21000	22150	23250	24100	0	0	24950	23500
LOWER DECILE	16900	16050	16650	17900	19300	0	0	22350	22700
MEAN	22400	23450	24500	25350	26100	0	0	27200	26500
TOTAL NUMBER	15	9	7	5	9	3	4	6	17
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ADMINISTRATIVE FACULTY, TECHNOLOGY SCHOOLS
ALL CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	2	0	1
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	39500	45350	49200	51100	51600	51300	50650	49950
UPPER QUARTILE	0	41550	41350	41200	41150	41250	41400	41800	43000
MEDIAN	0	38850	38200	37700	37350	37150	37050	37200	38000
LOWER QUARTILE	0	29900	31850	32600	32550	32150	31650	31050	30600
LOWER DECILE	0	28600	28200	27900	27600	27400	27250	27150	27250
MEAN	0	34400	37250	38350	38400	38100	37750	37450	37250
TOTAL NUMBER	3	8	9	21	18	16	18	17	24
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

APPENDIX

DO NOT DETACH THIS PAGE — SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS IN EDUCATION—1983

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

2. Name and title of person responsible for data: _____

Tel. No. ( ) _____

3. Please check type of institution:

- ☐ Engineering school, PhD granting
- ☐ Engineering school, non-PhD granting
- ☐ Technology or community school
- ☐ Research unit

RETURN ENTIRE DATA FORM BY **MARCH 18, 1983** TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

AAES

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840

MEMBER SOCIETIES

American Society of Civil Engineers
American Institute of Mining, Metallurgical & Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
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American Society for Engineering Education
American Society of Heating, Refrigerating & Air Conditioning Engineers, Inc.
American Society of Agricultural Engineers
American Institute of Chemical Engineers
American Society for Metals
National Council of Engineering Examiners
Society of Manufacturing Engineers
American Institute of Aeronautics & Astronautics
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Allied Weight Engineers, Inc.
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineering Society
American Institute of Industrial Engineers, Inc.
Society of Women Engineers
Society of Fire Protection Engineers
American Institute of Plant Engineers
American Nuclear Society
American Academy of Environmental Engineers
American Association of Cost Engineers
System Safety Society
Association of Energy Engineers
American Indian Science & Engineering Society

ASSOCIATE SOCIETIES

The Tau Beta Pi Association, Inc.
Air Pollution Control Association
American Council of Independent Laboratories, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Federation of Materials Societies
National Action Council for Minorities in Engineering, Inc.

REGIONAL SOCIETIES

Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Colorado Society of Engineers
Colorado Engineering Council
Engineering Societies of New England, Inc.
Quad Cities Engineering & Scientific Council

ENGINEERING MANPOWER COMMISSION

January, 1983

TO THE DEANS OF ENGINEERING AND TECHNOLOGY:

The Engineering Manpower Commission is conducting its annual survey of engineers' salaries. As a significant employer of engineering graduates in faculty, administrative and research positions, you are invited to participate in this year's survey. The rates submitted should be those in effect February 1, 1983. Salaries for those who graduated in the first quarter of 1983 should be combined with the 1982 graduates.

Your reply is requested to reach this office by March 1, 1983. We regret that any data received later than March 18, 1983 cannot be included in the results. Participants in the survey will be sent a complimentary set of the curves for their specific employment group.

You are probably already familiar with our survey and the salary curves we publish from it. Salary data are reported in a form directly usable by most salary administrators. Median salaries are reported on the basis of experience broken down by such variables as academic rank and degree level.

The engineering salary survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. In addition, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data form is similar to that of previous years. Please follow closely the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Very Truly Yours,

Patrick J. Sheridan

Patrick J. Sheridan
Director, Manpower Activities

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PROFESSIONAL INCOME OF ENGINEERS—1983

PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS BY ACADEMIC RANK

This form gives the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor s degree. Salary brackets are indicated at the left of each row. Note that some brackets include a wider salary range than others. Separate s ctions of the form are set aside for various academic ranks, on both sides of the form. Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor s degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1982 graduate is 23, etc.).

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. **Please indicate number of months included in the normal contract for each rank**, in the space at the top of each section of the form. **Do not report part-time employees, graduate students, adjunct faculty, etc.**

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	ASSISTANT PROFESSOR Months on normal contract ____	1982 (23)	1981 (24)	1980 (25)	1979 (26)	1978 (27)	1977 (28)	1976 (29)	1975 (30)	1974 (31)	1971-1973 (32-34)	1968-1970 (35-37)	1965-1967 (38-40)	1962-1964 (41-43)	1959-1961 (44-46)	1956-1958 (47-49)	1953-1955 (50-52)	1950-1952 (53-57)	UP TO 1949 (58+)
101	$63,000 & over																		
102	$58,000-62,999																		
103	$53,000-57,999																		
104	$48,000-52,999																		
105	$45,000-47,999																		
106	$42,000-44,999																		
107	$39,000-41,999																		
108	$36,000-38,999																		
109	$33,000-35,999																		
110	$32,000-32,999																		
111	$31,000-31,999																		
112	$30,000-30,999																		
113	$29,000-29,999																		
114	$28,000-28,999																		
115	$27,000-27,999																		
116	$26,000-26,999																		
117	$25,000-25,999																		
118	$24,000-24,999																		
119	$23,000-23,999																		
120	$22,000-22,999																		
121	$21,000-21,999																		
122	$20,000-20,999																		
123	$19,000-19,999																		
124	$18,000-18,999																		
125	$17,000-17,999																		
126	$16,000-16,999																		
127	Less than $16,000																		

$5,000 intervals; $1,000 intervals; $1,000 intervals

ASSOCIATE PROFESSOR Months on normal contract ____

201	$63,000 & over																		
202	$58,000-62,999																		
203	$53,000-57,999																		
204	$48,000-52,999																		
205	$45,000-47,999																		
206	$42,000-44,999																		
207	$39,000-41,999																		
208	$36,000-38,999																		
209	$33,000-35,999																		
210	$32,000-32,999																		
211	$31,000-31,999																		
212	$30,000-30,999																		
213	$29,000-29,999																		
214	$28,000-28,999																		
215	$27,000-27,999																		
216	$26,000-26,999																		
217	$25,000-25,999																		
218	$24,000-24,999																		
219	$23,000-23,999																		
220	$22,000-22,999																		
221	$21,000-21,999																		
222	$20,000-20,999																		
223	$19,000-19,999																		
224	$18,000-18,999																		
225	$17,000-17,999																		
226	$16,000-16,999																		
227	Less than $16,000																		

$5,000 intervals; $1,000 intervals; $1,000 intervals

PROFESSOR Months on normal contract ____

301	$63,000 & over																		
302	$58,000-62,999																		
303	$53,000-57,999																		
304	$48,000-52,999																		
305	$45,000-47,999																		
306	$42,000-44,999																		
307	$39,000-41,999																		
308	$36,000-38,999																		
309	$33,000-35,999																		
310	$32,000-32,999																		
311	$31,000-31,999																		
312	$30,000-30,999																		
313	$29,000-29,999																		
314	$28,000-28,999																		
315	$27,000-27,999																		
316	$26,000-26,999																		
317	$25,000-25,999																		
318	$24,000-24,999																		
319	$23,000-23,999																		
320	$22,000-22,999																		
321	$21,000-21,999																		
322	$20,000-20,999																		
323	$19,000-19,999																		
324	$18,000-18,999																		
325	$17,000-17,999																		
326	$16,000-16,999																		
327	Less than $16,000																		

$5,000 intervals; $1,000 intervals; $1,000 intervals

NOTE: Please use extra caution in filling in shaded areas.

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

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Continued

This side includes sections for the following additional ranks: Instructors (full-time only), Administrative Faculty, and Research & Other Non-teaching Positions. Refer to other side for instructions on filling out this form. **Do not include part-time employees, graduate students, adjunct faculty, etc. PLEASE DO NOT NEGLECT TO INDICATE NUMBER OF MONTHS IN THE NORMAL CONTRACT FOR EACH ACADEMIC RANK.**

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	INSTRUCTOR LECTURER ETC Months on contract	1982 (23)	1981 (24)	1980 (25)	1979 (26)	1978 (27)	1977 (28)	1976 (29)	1975 (30)	1974 (31)	1971-1973 (32-34)	1968-1970 (35-37)	1965-1967 (38-40)	1962-1964 (41-43)	1959-1961 (44-46)	1956-1958 (47-49)	1953-1955 (50-52)	1950-1952 (53-57)	UP TO 1949 (58+)
101	$63,000 & over																		
102	$58,000-62,999																		
103	$53,000-57,999																		
104	$48,000-52,999																		
105	$45,000-47,999																		
106	$42,000-44,999																		
107	$39,000-41,999																		
108	$36,000-38,999																		
109	$33,000-35,999																		
110	$32,000-32,999																		
111	$31,000-31,999																		
112	$30,000-30,999																		
113	$29,000-29,999																		
114	$28,000-28,999																		
115	$27,000-27,999																		
116	$26,000-26,999																		
117	$25,000-25,999																		
118	$24,000-24,999																		
119	$23,000-23,999																		
120	$22,000-22,999																		
121	$21,000-21,999																		
122	$20,000-20,999																		
123	$19,000-19,999																		
124	$18,000-18,999																		
125	$17,000-17,999																		
126	$16,000-16,999																		
127	Less than $16,000																		

ADMINISTRATIVE FACULTY (DEANS, DEPARTMENT HEADS, ETC.) Months on contract

201	$63,000 & over
202	$58,000-62,999
203	$53,000-57,999
204	$48,000-52,999
205	$45,000-47,999
206	$42,000-44,999
207	$39,000-41,999
208	$36,000-38,999
209	$33,000-35,999
210	$32,000-32,999
211	$31,000-31,999
212	$30,000-30,999
213	$29,000-29,999
214	$28,000-28,999
215	$27,000-27,999
216	$26,000-26,999
217	$25,000-25,999
218	$24,000-24,999
219	$23,000-23,999
220	$22,000-22,999
221	$21,000-21,999
222	$20,000-20,999
223	$19,000-19,999
224	$18,000-18,999
225	$17,000-17,999
226	$16,000-16,999
227	Less than $16,000

RESEARCH & OTHER NON-TEACHING POSITIONS Months on contract

301	$63,000 & over
302	$58,000-62,999
303	$53,000-57,999
304	$48,000-52,999
305	$45,000-47,999
306	$42,000-44,999
307	$39,000-41,999
308	$36,000-38,999
309	$33,000-35,999
310	$32,000-32,999
311	$31,000-31,999
312	$30,000-30,999
313	$29,000-29,999
314	$28,000-28,999
315	$27,000-27,999
316	$26,000-26,999
317	$25,000-25,999
318	$24,000-24,999
319	$23,000-23,999
320	$22,000-22,999
321	$21,000-21,999
322	$20,000-20,999
323	$19,000-19,999
324	$18,000-18,999
325	$17,000-17,999
326	$16,000-16,999
327	Less than $16,000

NOTE: Please use extra caution in filling in shaded areas

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

MEMBER SOCIETIES

American Society of Civil Engineers	1852
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.	1871
The American Society of Mechanical Engineers	1880
The Institute of Electrical & Electronics Engineers	1884
American Society for Engineering Education	1893
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.	1894
American Society of Agricultural Engineers	1907
American Institute of Chemical Engineers	1908
American Society for Metals	1913
National Council of Engineering Examiners	1920
Society of Manufacturing Engineers	1932
American Institute of Aeronautics and Astronautics	1932
National Society of Professional Engineers	1934
National Institute of Ceramic Engineers	1938
Society of Allied Weight Engineers, Inc.	1939
Society of Plastics Engineers, Inc.	1941
American Society for Quality Control	1946
Standards Engineering Society	1947
American Institute of Industrial Engineers, Inc.	1948
Society of Women Engineers	1950
Society of Fire Protection Engineers	1950
American Institute of Plant Engineers	1954
American Nuclear Society	1954
American Academy of Environmental Engineers	1955
American Association of Cost Engineers	1956
System Safety Society	1962
American Indian Science & Engineering Society	1977

ASSOCIATE SOCIETIES

The Tau Beta Pi Association, Inc.	1805
American Council of Independent Laboratories	1937
American Congress on Surveying & Mapping	1941
National Association of Corrosion Engineers	1945
Federation of Materials Societies	1972
National Action Council for Minorities in Engineering, Inc.	1980

REGIONAL SOCIETIES

Western Society of Engineers	1869
Engineering Society of Detroit	1895
Washington Society of Engineers	1905
Colorado Engineering Council	1919
Engineering Societies of New England, Inc.	1923
Quad-Cities Engineering and Science Council	1969

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